

# SO IMPORTANT

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*The Philosophy and Methods of the Urban League  
and the*

**FORTIETH ANNIVERSARY  
NATIONAL URBAN LEAGUE  
ANNUAL CONFERENCE**

*held at  
Grand Rapids, Michigan  
September 3-8, 1950*

by  
Roy E. Norris  
National Urban League  
1133 Broadway  
New York City

## SO IMPORTANT

In the period of history when doctrines of subjection backed by huge armies and atomic stockpiles threaten to enslave the world, American vitality is the chief hope of freedom for mankind. The secret of that strength is equality of opportunity for every man and woman, regardless of race, creed or color.

North, South, East and West it is everyone's job to make teamwork a dynamic force now.

From the forthcoming  
National Urban League  
40th Anniversary  
Yearbook—

THE WHITE HOUSE  
WASHINGTON

August 25, 1950

Dear Mr. Granger:

I am indeed happy to extend greetings to the National Urban League Conference in the fortieth anniversary year of the Urban League movement.

We Americans respond enthusiastically to the idea of teamwork. Whenever our country has been threatened by external enemies, we have united as a fighting team to defend our country. In the great depression when we were threatened with economic disaster, the people of our country in a mighty joint effort beat back the threat of unemployment. In the years that lie ahead, I confidently believe we can mobilize ourselves into the same great team and reach our goals of lasting peace and prosperity.

The history of our country has been one of continuously expanding opportunity. As we have increased the opportunity of all Americans for good housing, good education, good health, and the best job a man is equipped to hold, our country has grown great and strong. And as we have shared the rewards of economic enterprise, we have acquired fresh confidence and trust in each other and increased respect for individual differences.

I understand that one feature of this meeting will be the presentation of the Two Friends Award to Mr. John Sengstacke and Mr. Dwight R. G. Palmer. It is a source of much gratification to me that the award is being made in connection with their work on the President's Committee for Equality of Treatment and Opportunity in the Armed Services. The work of this Committee will bear fruit for years to come, and I am happy that this outstanding example of teamwork is being recognized through this award.

Very sincerely yours,

/S/ HARRY S. TRUMAN

Mr. Lester B. Granger  
Executive Director  
National Urban League  
1133 Broadway  
New York 10, N. Y.



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## FOREWORD

This is essentially a report of the 40th Anniversary National Urban League Conference. However, in these times of much confusion created by physical and ideological struggles for survival, the very work of the Urban League becomes more crucial, and the significance of this Anniversary Conference increases. It is appropriate, therefore, that this report be made an important documentation of Urban League philosophy, techniques, and working position as epitomized in the Conference discussions.

The work of the Urban League is accomplished by its employed staff, and by outstanding lay leaders who associate themselves, in cooperation with the League, toward mutually held ideals, through recognized social work processes. The work is done intelligently and skillfully on the basis of the very best in the field at large. This is reflected in the connections of the Conference participants as well as in the Conference discussions. Indeed, it is as Mr. Norris states at one point in the report:

"Here in this Urban League Annual Conference, arranged so that no two sessions would be meeting at the same time, the thinking of conferees was not stimulated on the basis of narrow, one-sided, or selfish interest ideation. Instead, this Conference seemed to sprout facet after facet of the matters under consideration."

From this report there may be secured a clear understanding of the realistic and unswerving action on national and local problems by the Urban League, and of the League's high caliber of social work and social statesmanship. Here there may be found the kind of bases out of which comes Urban League action on the vital issues confronting it and the population it serves with such distinction.

Lloyd K. Garrison  
President  
National Urban League

October 25, 1950

### AUTHOR'S NOTE

This publication was developed with the following objectives in mind:

- 1) To provide a resume of the 40th Anniversary Annual National Urban League Conference, including detailed information for staff reference.
- 2) To provide a recording of Urban League philosophy and techniques for social workers, Community Chests, and other such interested individuals and organizations.
- 3) To provide an easily-read narrative account of the Urban League, for the man-in-the-street, the prospective League supporter, and case-material for students.

It is hoped that the book may be found satisfactory for those indicated purposes.

The Author

November 1, 1950



—From the Conference address,  
"The State of the Urban League,"  
delivered by Lester B. Granger,  
Executive Director,  
National Urban League:

"It is impossible to disassociate the specific and peaceful objectives of the Urban League from the general and military interests of the Korean conflict. If the U.N. forces should fail in Korea, the gates would be left open for savage war throughout the world. Even when we are victorious — as we must certainly be victorious — in Korea, the threat of following conflict on a much wider and more terrible scale will not even then have been dissipated. For this is a war of ideas even more than it is a war of military resources. There can be within the Urban League no mistaking of the reality of this conflict or the effect which its outcome will have on the hopes of American citizens who desire to live peacefully, amicably and constructively, side by side as American citizens of all races, creeds and national origins."

*From these Conference beginnings, an over-all view of the Urban League Movement emerges.*

## INTRODUCTION

On Sunday, September 3, 1950, the 40th Anniversary Annual Conference of the National Urban League convened amid the comfortable appointments of The Hotel Pantlind, the largest hotel in Grand Rapids, Michigan, where most of the delegates were housed. The spacious lobby, which became Conference crossroads, provided a place for conversation and relaxation during the few in-between minutes that conferees used for informal chit-chat about League problems.

The Civic Auditorium, only a few yards away, was Conference Headquarters. Large and admirably well suited for this Conference, excellent facilities were found for the manifold operations pertinent to the work of the week. The Convention Bureau, located in the Auditorium, cooperated to give every aid, and in turn, by week's end, was so well pleased with having had the Conference there, extended a written invitation for the League's return next year, or any year thereafter.

This sort of cooperation was experienced across-the-board. Even the weather cooperated; the very first day, Sunday, lent brightness and warmth. The Conference Host, the Grand Rapids Urban League, its Women's Guild and various Conference Committees, cooperated to provide a general atmosphere of cordiality and hospitality that brought almost immediate recognition of their excellent work.

The National Conference Committee, chaired by R. Maurice Moss, Associate Executive Director, National Urban League; the Grand Rapids Conference Committee led by Henry J. Van Wolvlear and Mrs. Allen P. Marzolf, as

Co-Chairmen; the Women's Guild of the host League, led by Mrs. S. E. Simmons and Mrs. R. L. Goodrich, Co-Chairmen; the Transportation Committee, led by Milo Brown and Carl Loveland, Co-Chairmen; and the host, the Grand Rapids Urban League, led by Mrs. Lee Wilson Hutchins, President, and Paul Phillips, Executive Secretary, cooperated with precision that was clearly in evidence.

The Urban League Guilds of Flint and Muskegon, Michigan assisted the Grand Rapids Urban League Guild in giving an informal buffet supper; the latter group also entertained the conferees with a Reception and Dance, held in the Hotel Pantlind Ballroom.

In all, the various cooperating groups provided the background and impressive features which contributed heavily toward the phrase frequently heard regarding the Conference as "the best in Urban League history."

### FIRST

### BUSINESS

Registration  
of delegates  
began at  
9:00 A. M.

At 12:30 P.M., a Press Conference (invitational) was held in the suite of Mrs. Lee Wilson Hutchins, at the Pantlind Hotel. Those in charge were: Guichard Parris, Director, Promotion and Publicity, National Urban League; Miss Rosemary Scott and Mrs. Hazel Skinner, Co-Chairmen of the local publicity committee. The work of these persons played a significant role in the high degree of local and national awareness of the Conference.

The first meetings which assembled all delegates were workshop sessions of

the Councils, League Board and Committee members, and Guilds. Beginning at 1.00 P.M. on Sunday, the business of each of these groups extended over two to four periods. A report of each group is found under the heading, "Council and Other Group Meetings."

At 3.00 P.M. all Urban League staff personnel assembled for a "business session" with the National Executive Director and the National Associate Executive Director—but few gripes were around. The meeting was a serious one of looking ahead and ensuring a mutuality of understanding. For instance the question of why the Urban League, an interracial social agency, has so few white staff members came up—a question which has come up at previous Conferences. The raising of this question and the discussion of it was a good indication of the Urban League's respect for individual merit. Here was expressed interest in reassurance that staff positions are open to the best person for the specific job-opening regardless of color, creed or national origin. Such reassurance came in to unmistakable terms from both the Executive Director and the Associate Executive Director in their discussion. The Conference was already off on the most vital issues of the day.

#### **BUFFET SUPPER**

If by the end of those first meetings any delegates had, for some reason, escaped the warmth of welcome or of local interest in providing the very best Conference setting, this was soon remedied. An informal buffet supper and get acquainted party was held at Wallinwood, the home of Mr. and Mrs. Franklin Wallin at Jenison, Michigan, about ten miles from Grand Rapids. Some 350 people were served a full supper. The rolling lawns of Wallinwood, the hospitality of the hosts together with scores of introductions and other features of the occasion helped to establish a rapport that was later evidenced

#### **WHAT THEY SAY**

DWIGHT R. G. PALMER, President, General Cable Corporation, in accepting his part of the Two Friends Award.

"... The history, the goals and the rich achievements of the (Urban League) ... have been written large in the language that counts most in terms of the concrete improvements in the lot of the Negro in the American community."

THOMAS G. YOUNG, Vice President, New York State Federation of Labor, in a conference letter to Mr. Garrison.

"... It can be said without fear of contradiction that the National Urban League is truly a great American institution."

CHARLES S. ZIMMERMAN, Secretary-Manager Dressmakers Union, Local #22, International Ladies Garment Workers Union, in a telegram to R. Maurice Moss, Conference Chairman.

"In my own name and in the name of twenty five thousand dressmakers of Local #22, I L.G.W.U., express deep appreciation of the fine work Urban League has done to break down anti-Negro discrimination and develop wholesome community relations."

JACOB S. POTOFSKY, President, Nalgamated Clothing Workers of America, CIO, as he addressed the Conference.

"Your distinguished leader, Lester Granger, and the members of the National Urban League, are to be congratulated for their invaluable service. You have been successful in integrating American Negroes into the community and obtaining for them an even greater measure of economic and civil rights."

*The keynote and welcoming addresses, and discussions of Urban League structure show the high level of League thinking and functioning*

## ORIENTATION

### *"Target and Timetable"*

The keynote speaker for the Conference was Dr. Ira DeA Reid, Professor of Sociology, Haverford College, Haverford, Pennsylvania, and a former Director of Research, National Urban League. Speaking on the subject, "Population: The Politics of People," Dr. Reid projected the Conference's thinking toward a "target and a timetable" with respect to such important questions as, "What kind of a Negro population do we want quantitatively and qualitatively in the United States by the year 2000? Do we want Negroes to migrate? How do you justify, for example, the fact that the Urban League, as a movement, is concentrated in the East and the Mid West, and not in the centers of population?"\*

Dr. Reid declared that the answers to such questions as those are to be found in three areas: the biology of the Negro, social policy, or the agenda on which you are going to work, and the field of politics, i.e., "the methodism through which a citizen participates in a society."

"The importance of this lies in the fact that, politically, individuals have lost their importance as individuals, it is the group that is paramount. Politically, it is the Irish group or population, the Swedish population, the Jewish population, the Italian population, the Negro population, etc., that is important."

"Between now and the year 2000, apparently decisions with respect to people are going to be made in terms of

political and economic expediency . . . We must plan. If those who are in power are not in favor of Negroes, there is the grave danger that what happens will be decided by them and not by Negroes or with Negroes. The Negro, in his participation as a citizen in the local community, the national scene, and the international scene — must help determine what is politically and economically expedient.

The politics of populations demand that we save the lives of, and postpone deaths among, Negro people as long as possible. If we are able to get the average Negro male to live until the age 45, we can statistically add 14½ years to his life, the same device for the Negro female would add 13 1/3 years to her life. As it is now, social security benefits come to only 7 out of 100 Negro males who are eligible for retirement at the age of 65. The only person who really wins is the carrier. The workers just don't live that long.

"There is a class solidarity growing within the Negro group. There is a tremendous danger of running into middle-class types of reasoning that may block the very reforms that we want to institute . . . Is it not possible to do a sort of in-group education, a fundamental education in human relations, in such a way that we may have a greater reservoir of strength for carrying out these propositions that are particularly important?"

"In 1910, forty years ago when the Urban League had its beginning, nine-

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\*The centers of population in the United States are not the basis of the distribution of Urban Leagues. Leagues grow out of the alertness of local citizens to Negro-white problems and the plight of Negroes — alertness that is coupled with sufficient interest to support the intensive corrective program of the Urban League.

tenths of the Negro population lived in the South. Between 1910 and 1950, a tremendous portion of it has been removed or has removed itself to cities and to other sections of the United States. The southern city is becoming increasingly important in the culture of the United States, which is going to have meaning for politics, for the spread of the Urban League movement and for the economic adjustment of the Negro as well as for the stresses within the Negro group itself "

## WELCOME

The Call to Order for this session had been voiced by R.

Maurice Moss, Conference Chairman, and Associate Executive Director, National Urban League, after which the opening prayer for the Conference was made by the Reverend Clarence A. Lawton, Acting President, Grand Rapids Ministerial Association. Lloyd K. Garrison, President, National Urban League, presided. Immediately preceding the address of Dr. Reid, words of welcome came from Mrs. Lee Wilson Hutchins, President of the host League, Paul Phillips, Executive Secretary of the host League, and from the local Conference Committee Co Chairmen, Mrs. A. P. Marzolf and Henry J. Van Wolvlear.

The Conference was welcomed also, at a later session, by The Honorable Paul G. Goebel, Mayor of the City of Grand Rapids; John W. Dregge, President of the Board, Community Chest of Grand Rapids and Kent County, Chester C. Ridge, Executive Secretary, Community Chest of Grand Rapids and Kent County; Alex T. McFadyen, Executive Secretary, Grand Rapids Chamber of Commerce, and Frank Whitman, Manager, Grand Rapids Convention Bureau.

In Mrs. Hutchins' remarks, she pointed out that the number of local organizations cooperating to welcome the Conference had grown to a total of 103. After reflecting on how sincerely interested Grand Rapids was in playing host to the Conference, Mrs. Hutchins cautioned that because of this large number

of welcoming organizations, it should not be thought for a moment that Grand Rapids is a paradise, there were several organizations that refused or chose not to cooperate. For the delegates, though, any possible impact of such refusals was certainly lost in the warmth and genuineness of those who were cooperating.

This was evident in the remarks of Lester B. Granger, Executive Director, National Urban League, after Dr. Reid had concluded his masterful and statesmanlike address. Mr. Granger praised the local volunteers and went on to say, "I am thinking of what Mrs. Hutchins, Mrs. Marzolf, and the other volunteers have done to make this a distinguished Conference opening. I am thinking also of the meeting of Board members gathered with Mr. Garrison yesterday afternoon for a first get-together and summary of the questions they want to discuss during the week.

"Comparing this volunteer lay-leadership, Board and Committee participation in our Conference, with the very limited participation that was evidenced in our Green Pastures Conferences of 12, 13, and 14 years ago, I couldn't help but feel that this kind of development is the visible sign of one of the most important developments in the Urban League movement in the space of the 17 years that I have been associated with the National Office . . . . What we do in the Urban League is going to depend upon the quality of volunteer leadership, of lay leadership that we are able to attract in support of our programs, and that gradually matures in experience and wisdom with the day by-day work of the Urban League."

## SPECIAL SESSIONS

### INSTRUCTION COURSE

There was an instruction course for those people who were scheduled to lead or monitor discussions. This meeting was led by Earle G. Lippincott, Secretary, Agency Relations, Michigan

United Health and Welfare Fund, and was geared to the techniques and mechanics of helping to effect productive and satisfactory workshops

**ORIENTATION** At the same time  
**SESSION** but not involving the  
same people, there  
was an orientation

session for newcomers, primarily for Urban League staff, board, and committee members who have been with the agency less than three years. Leaders for this session were Mrs. Harold Bledsoe, Minority Group Specialist, Michigan State Employment Service, and Board Member of the Detroit Urban League, and Nelson C. Jackson, Director, Southern Field Division, National Urban League.

### What the League Is

Mr. Jackson explained that the Urban League is a social work organization, interested primarily in the development of greater economic opportunity and security, particularly for Negroes. "It is a planning agency in the field of community organization," Mr. Jackson said. "It serves in the areas of health, welfare, housing, vocational guidance and industrial relations. It uses a social work approach. It receives its funds locally from the Community Chest

"... The organization and administration of the Urban League stem from two sources. There is the national organization with staffs in New York and Atlanta, and a staff, locally, in 58 communities across the country. The National Office has the responsibility of developing, in collaboration with the locals, the sort of program that is going to meet the needs of the local people. Trends in the various areas of social welfare and industrial relations are passed on to the locals...

### Local-National Relationship

"Each local League has an official affiliation with the National organization. It agrees upon affiliation, to pay 2% (or more) of its budget to the National Office, to carry on a program which is in

line with the National program, as set forth in the Articles of Affiliation, and, further, it agrees not to affiliate with any other organization whose program and ideals are not the same as those of the National Urban League

"A local Urban League is never established without a National representative working in the local community to see that the organization is set up properly...

"Local Leagues have rather small budgets. The average budget is around 15 to 20 thousand dollars—perhaps even less, since there are only 2 or 3 Leagues having budgets of more than 30 or 40 thousand dollars

"The National Office discharges consultation responsibilities to the local consultation on working with Boards, with Community Chests and Councils, with key people in communities, where sometimes the local executive cannot reach them, and to iron out problems of program emphasis in local communities

### Program

"Thus Urban League job is a selling job, and one of the most difficult in the world. You are selling something that is intangible, not something you can see. It's sometimes hard for some people to see that a man can live better, more constructively and productively if he is in a decent house

"Public relations is perhaps the most important part of the job. It is the Board's responsibility as well as that of the staff. We need more mass support and must have it. We must work with our press. A knowledge of the style, form and type of the local newspaper is important. We must cultivate good reporters, editors, and others, feed them material, indoctrinate them, ask their support and advice, and let them know what we are trying to do. Out of all this will come some semblance of an orientation of us to the community and the community to us, in addition to that stimulated by good lay leadership. By and large, we have got to know each other to be able to develop a healthy

family of the general community."

Mrs. Bledsoe raised the questions, "Why Board members? Why volunteers? Why don't we go out and raise the money to pay a sufficient number of staff persons to do a job?"

### Board Members

Speaking in terms of such questions as those, she said "The Urban League program is conceived as a joint responsibility of staff and Board. The Board has a real function as an integral part of the process of developing policy, developing program and over all execution of a program. The Board Member and Volunteer should bring a critical point of view to staff operations. They should keep close tabs on the staff and keep them on their toes so they may always be at their best and maximum performance.

"Board members act as a channel between the community and the League, helping to interpret and translate League program and objectives. We need people on our boards who are from a wide cross section of the community, from Negro and white groups, from the three great religious groups, and also people from mass organizations who can act together as they discern the League's ideals."

### Volunteers

Mrs. Bledsoe said, "In the first place, raising money is difficult. The objective of the Urban League, nationally and locally, is to raise the standards of Negroes wherever and however they need be raised. It seems impossible to get enough money for sufficient paid staff to do this job, and so we have volunteers. Moreover, volunteers can give certain intangibles that only devoted volunteers can give. Volunteers mobilize the total resources of the community to put across the Urban League program.

"I think it's very important to indoctrinate our people so as to get their maximum skill and services. I think we should have a manual of operations, some printed material that we can hand to our new volunteers

so they can get a total concept of the League ideals, the National's aims and functions, as well as those of the locals."

The fact that she is a local Urban League Board member herself, in addition to carrying a full-time job, sharpened the importance of Mrs. Bledsoe's statement on how best we can use Board and volunteer members. "One extremely important thing," she said, "is to give the person a feeling that he is expected to be present, that one of his responsibilities is to attend the meetings at which he is expected to be present. One of the requirements for selecting a member is that he or she shall have the time to make some contribution to the Urban League. Attendance at its meetings is very important.

"Board members and volunteers should be given assignments of work. They must know how much they are needed and that there is a definite job they can do. They can relieve the staff of many speaking engagements, and can interpret the differences between the Urban League and the N.A.A.C.P. and other organizations which have some objectives in common with those of the Urban League."

A good deal of discussion developed around a question from the floor concerning the experience of local Leagues with their respective State Employment Service agencies. (The points made are included in the discussion of the United States Employment Service-National Urban League cooperative agreement in the section, "Industrial Relations".)

Further discussion of local Board National Office relationship was called for. It was explained that where the local organization affiliates with the National Urban League, there is an agreement on regular visits, generally once a year, from a representative of the National Office. In that visit or consultation, lasting up to a week or more if necessary, there is a discussion with the local Board on the program of the National, and evaluation

of program at the local level to try to strengthen the program and interpret what other local Boards are doing.

On the other hand the local Board might write to the National Office, asking specific questions and pointing out specific areas where help is desired. As more information comes to the National Office, more can go back to the local.

A synthesis of several points raised boiled down to a question of what is done when the conference technique has failed. Opinions were as follows: "The Urban League uses a social work approach at all times. This is basic in all Urban League work. There are other or-

ganizations using different techniques that can get on the job—the N.A.A.C.P., noon-day luncheon clubs, social action groups of churches, committees of labor groups, are good examples.

No one wants to pull someone else's chestnuts out of the fire. When a good relationship is kept between the League and other organizations, those organizations might well know, all along the line, the things on which the League is working. Thus, when it seems that a specific problem might not be solved by use of the social work tools at the League's disposal, other organizations may be expected to take up the cudgel.



#### COOPERATION OF GRAND RAPIDS CITY OFFICIALS

The Honorable Paul G. Goebel, Mayor, George E. Bean, City Manager, and Scott Bagby, Director, City Planning Commission, were registered delegates. They cooperated not only officially but personally attending sessions of the Conference.

Under their leadership the official Welcoming Committee of the City presented the Key to the City to the Conference speaker on "Government and the Urban League," the Honorable David L. Lawrence, Mayor of the City of Pittsburgh, and President, United States Conference of Mayors.



#### SIGNS OF THE TIMES

"I would propose that the Urban League in cooperation with other groups in this field take the initiative in documenting the true optimistic and heartening story of what has already been achieved in the economic, political and social areas of Negro-white relationships. Such an analysis, made available to the State Department, the Voice of America, the press and radio of all free countries, would be a tremendous contribution to the side in the propaganda duel now under way between the forces of freedom and the forces of totalitarian slavery."

Dwight R. G. Palmer, in his acceptance of the Two Friends Award



"The League is the oldest and largest interracial social service agency in the country."

James E. Felt, in his address on Housing.



## "URBAN LEAGUE WEEK" OBSERVANCES

Urban League Week, September 3-8, 1950, was proclaimed by the Governors of 14 states and by the Mayors of 23 cities. Remembering that some states and some cities have definite policies against issuance of proclamations, pride may be taken in this record. The following is a list of places where the Week was observed with a notation of whether a local League is there.

| Proclamations Issued By |               |
|-------------------------|---------------|
| Governors of the        | Number of     |
| Following States        | Urban Leagues |
| Arkansas                | 1             |
| Illinois                | 2             |
| Indiana                 | 4             |
| Maryland                | 1             |
| Massachusetts           | 2             |
| Michigan                | 5             |
| Minnesota               | 1             |
| New Mexico              | 0             |
| New York                | 4             |
| Ohio                    | 8             |
| Oregon                  | 1             |
| Pennsylvania            | 1             |
| Washington              | 1             |
| West Virginia           | 0             |

| Proclamations Issued By |               |
|-------------------------|---------------|
| Mayors of the Following | Number of     |
| Cities                  | Urban Leagues |
| Albany, New York        | 1             |
| Anderson, Indiana       | 1             |
| Atlanta, Georgia        | 1             |
| Baltimore, Maryland     | 1             |
| Buffalo, New York       | 1             |
| Cincinnati, Ohio        | 1             |
| Cleveland, Ohio         | 1             |
| Detroit, Michigan       | 1             |

|                               |   |
|-------------------------------|---|
| Fort Wayne, Indiana           | 1 |
| Gary, Indiana                 | 1 |
| Grand Rapids, Michigan        | 1 |
| Los Angeles, California       | 1 |
| Marion, Indiana               |   |
| Milwaukee, Wisconsin          | 1 |
| Minneapolis, Minnesota        | 1 |
| Muskegon Heights, Michigan    | 1 |
| Newark, New Jersey            | 1 |
| New York, New York            | 1 |
| Omaha, Nebraska               | 1 |
| Portland, Oregon              | 1 |
| Saint Paul, Minnesota         | 1 |
| White Plains, New York        |   |
| Winston-Salem, North Carolina | 0 |

At the meeting of the National Urban League Board of Trustees, on September 20, 1950, the affiliation of the Urban League of Albany, New York was discontinued. At this same meeting, a Winston-Salem Urban League was created by official admission of a group that had been working in close relationship with the National Office since the National Urban League's Community Relations Project Study in Winston-Salem, two years ago.

It may be noted, therefore, that in every city whose Mayor issued a proclamation there was at the time an Urban League except in the case of Winston-Salem. However, in two states, New Mexico and West Virginia, whose Governors issued proclamations there are no Urban Leagues. To complete the picture it may be noted, also, that no proclamations were issued in either the state or city in which two local Leagues are located.

"Democracy must not only be looked upon as a goal, it must be accepted as a tradition and must be practiced to be a success."

John H. Sengstacke, in his acceptance of the Two Friends Award

## HEALTH — IMPROVED, BUT CRITICAL

Dr Remus C. Robinson, Diplomate, American College of Surgeons, and President, Detroit Urban League, addressed a Luncheon Meeting on "Health", and brought to the attention of the delegates some "amazing" and "alarming" facts. Dr. Virgil E. Stover, Vice President, Kent County Medical Society, presided, and Rabbi Gershon Winer, Congregation Ahavim Israel, gave the Invocation.

Dr. Robinson declared, "The simple facts of health and life as they relate to the Negro are amazing, and alarming to say the least." Continuing, he gave the latest facts regarding Negro physicians, dentists, nurses and other medical technicians, and said that the total number of Negro medical personnel in proportion to the Negro population, when compared with the ratio of white medical personnel to white population, shows wide disparities that must be corrected. Opportunities for Negroes to acquire medical training were discussed and found to be severely lacking. Only two of the 79 medical colleges in the United States admit Negroes freely. Howard University Medical School and Meharry Medical School, producing about 130 physicians yearly. The other 77 medical schools produce about 15 Negro doctors yearly.

Twenty-two dental schools declare an open policy as far as Negro candidates are concerned. However, nearly 90% of all Negro graduates still come from Howard and Meharry. In 1949, there were about 1,650 Negro dentists (representing a population ratio of 1 to 8,623) compared to about 75,000 non-Negro dentists (representing a population ratio of 1 to 1,600).

Of 1,200 nursing schools, 275 admit

Negroes. There are about 9,000 Negro nurses (population ratio of 1 to 1,430). Here we find a more progressive pattern of integration and more representation at planning and policy levels.

"We are told", said Dr. Robinson, "that there are about 160 available internships for Negroes with about 110 of these in Negro institutions . . . And as for residences the difference between mediocrity and specialization - there are far too few available to Negro medical students. . . In all there are said to be 120 residencies open to Negroes, 85 of these are in 8 Negro hospitals, 4 of which provide 74 of the 85

internships. Opportunity to qualify as a certified specialist depends upon high attainment in the particular specialty and the results of approved training. The required training (including 3 to 5 years of study in the particular field of specialization following graduation and internship) is extremely difficult for a Negro to obtain. To date we have 120 certified specialists in various fields of medicine. In some fields there are a very few or none. This is significantly true because of the lack of educational opportunity in those fields."

There is a wealth of detailed and statistical information in Dr. Robinson's address that is adapted to the League's approach to consultation on matters of public health. Copies of the address may be secured on request from the National Urban League.

### DISCUSSION SESSION

Leaders for this discussion on health were Al Branton, Health Division Secretary, Grand Rapids Community Chest, and Dr. Robert W. Claytor, Board Mem-

ber and Past President, Grand Rapids Urban League

The general discussion called for the,

- 1) Extension of services in recognition of needs in public health by public health agencies through representation on advisory or trustee boards, particularly in tax-supported agencies
- 2) Extension of hospital facilities on the basis of individual needs in the community rather than on the basis of race, religion, etc.
- 3) Extension of educational facilities in the public health field,
- 4) Expansion of job opportunities for minority groups in the public health field,
- 5) Creation of avenues which will stimulate adequate standards in the public health field



## THE PRESS, RADIO, AND SCREEN

The Conference gained the attention of all the major news media. Among the newspapers having reporting representatives on the scene were the following: Arkansas World (Little Rock), Chicago Daily News, Chicago Defender, Cleveland (Ohio) Plain Dealer, Grand Rapids Herald, Grand Rapids Press, Kansas City Call, Memphis (Tenn.) Press-Scimitar, and the New York Times. Cooperation came also from the local offices of the three great press services — Associated Press, International News Service, and United Press.

Two radio stations, WOOD and WJEJ, carried four special broadcasts in addition to regular reporting of the Conference, and cameras for All-American Newsreel every day caught Conference highlights and personalities.

## IN RECOGNITION OF . . . EUGENE KINCKLE JONES

During the Conference, several mentions were made of the retirement of Eugene Kinckle Jones. Mr. Jones retired as General Secretary of the National Urban League on July 31, 1950. He is continuing to serve the League movement as Consultant to the National Board of Trustees.)

At the 1950 Annual Conference of the National Urban League, held at Grand Rapids, Michigan, September 3-8, recognition was taken of the long and fruitful years of Eugene Kinckle Jones as the agency's Executive Secretary and later, General Secretary.

The Conference took note of the fact that when the organization started forty years ago, it opened on a modest budget of \$500. Today, largely due to Mr. Jones' energetic efforts and vision, the movement has grown to an interlocking network of fifty-eight affiliates staffed by more than four hundred full time employees, and an aggregate budget of approximately \$1,500,000 for 1950.

In recognition of his professional statesmanship and devotion to the cause of better race relations, the Conference, by unanimous vote, authorized that an expression of gratitude be sent to him on the occasion of the fortieth anniversary of the National Urban League.

It was also voted that a copy of this official statement be recorded in the Conference proceedings.

Signed J Harvey Kerns  
Presiding Officer of the  
Session

R Maurice Moss  
National Urban League  
Conference  
Committee Chairman

Lester B. Granger  
Executive Director  
National Urban League

September 8, 1950

IONS

A stimulator and attenuator  
in the field at home.

## ON THE FRONT LINES OF HOUSING

There were three meetings concerned primarily with problems in which the Urban League works. The first was a luncheon meeting at the South Bay Hotel, December 4, at which Carolyn R. Baker, Executive Director, was joined by the following: H. C. Tollyer, Pastor, True Light Baptist Church, Grand Rapids

The main speaker was James Felt, President of the United Brotherhood of Carpenters, Joiners and Furniture Workers of the United League of Nations. He was a true and honest speaker, his performance was a real success. He brought a kind of thought interpretation to the subject of the housing issues that were to be discussed later in and out of meetings.

Three-Pronged Mr. Felt declared  
Program that we should  
to the

1. *without* meaning 'it was the same' 2. *in* 3. *in* 4. *in* 5. *in* 6. *in* 7. *in* 8. *in* 9. *in* 10. *in* 11. *in* 12. *in* 13. *in* 14. *in* 15. *in* 16. *in* 17. *in* 18. *in* 19. *in* 20. *in* 21. *in* 22. *in* 23. *in* 24. *in* 25. *in* 26. *in* 27. *in* 28. *in* 29. *in* 30. *in* 31. *in* 32. *in* 33. *in* 34. *in* 35. *in* 36. *in* 37. *in* 38. *in* 39. *in* 40. *in* 41. *in* 42. *in* 43. *in* 44. *in* 45. *in* 46. *in* 47. *in* 48. *in* 49. *in* 50. *in* 51. *in* 52. *in* 53. *in* 54. *in* 55. *in* 56. *in* 57. *in* 58. *in* 59. *in* 60. *in* 61. *in* 62. *in* 63. *in* 64. *in* 65. *in* 66. *in* 67. *in* 68. *in* 69. *in* 70. *in* 71. *in* 72. *in* 73. *in* 74. *in* 75. *in* 76. *in* 77. *in* 78. *in* 79. *in* 80. *in* 81. *in* 82. *in* 83. *in* 84. *in* 85. *in* 86. *in* 87. *in* 88. *in* 89. *in* 90. *in* 91. *in* 92. *in* 93. *in* 94. *in* 95. *in* 96. *in* 97. *in* 98. *in* 99. *in* 100. *in* 101. *in* 102. *in* 103. *in* 104. *in* 105. *in* 106. *in* 107. *in* 108. *in* 109. *in* 110. *in* 111. *in* 112. *in* 113. *in* 114. *in* 115. *in* 116. *in* 117. *in* 118. *in* 119. *in* 120. *in* 121. *in* 122. *in* 123. *in* 124. *in* 125. *in* 126. *in* 127. *in* 128. *in* 129. *in* 130. *in* 131. *in* 132. *in* 133. *in* 134. *in* 135. *in* 136. *in* 137. *in* 138. *in* 139. *in* 140. *in* 141. *in* 142. *in* 143. *in* 144. *in* 145. *in* 146. *in* 147. *in* 148. *in* 149. *in* 150. *in* 151. *in* 152. *in* 153. *in* 154. *in* 155. *in* 156. *in* 157. *in* 158. *in* 159. *in* 160. *in* 161. *in* 162. *in* 163. *in* 164. *in* 165. *in* 166. *in* 167. *in* 168. *in* 169. *in* 170. *in* 171. *in* 172. *in* 173. *in* 174. *in* 175. *in* 176. *in* 177. *in* 178. *in* 179. *in* 180. *in* 181. *in* 182. *in* 183. *in* 184. *in* 185. *in* 186. *in* 187. *in* 188. *in* 189. *in* 190. *in* 191. *in* 192. *in* 193. *in* 194. *in* 195. *in* 196. *in* 197. *in* 198. *in* 199. *in* 200. *in* 201. *in* 202. *in* 203. *in* 204. *in* 205. *in* 206. *in* 207. *in* 208. *in* 209. *in* 210. *in* 211. *in* 212. *in* 213. *in* 214. *in* 215. *in* 216. *in* 217. *in* 218. *in* 219. *in* 220. *in* 221. *in* 222. *in* 223. *in* 224. *in* 225. *in* 226. *in* 227. *in* 228. *in* 229. *in* 230. *in* 231. *in* 232. *in* 233. *in* 234. *in* 235. *in* 236. *in* 237. *in* 238. *in* 239. *in* 240. *in* 241. *in* 242. *in* 243. *in* 244. *in* 245. *in* 246. *in* 247. *in* 248. *in* 249. *in* 250. *in* 251. *in* 252. *in* 253. *in* 254. *in* 255. *in* 256. *in* 257. *in* 258. *in* 259. *in* 260. *in* 261. *in* 262. *in* 263. *in* 264. *in* 265. *in* 266. *in* 267. *in* 268. *in* 269. *in* 270. *in* 271. *in* 272. *in* 273. *in* 274. *in* 275. *in* 276. *in* 277. *in* 278. *in* 279. *in* 280. *in* 281. *in* 282. *in* 283. *in* 284. *in* 285. *in* 286. *in* 287. *in* 288. *in* 289. *in* 290. *in* 291. *in* 292. *in* 293. *in* 294. *in* 295. *in* 296. *in* 297. *in* 298. *in* 299. *in* 300. *in* 301. *in* 302. *in* 303. *in* 304. *in* 305. *in* 306. *in* 307. *in* 308. *in* 309. *in* 310. *in* 311. *in* 312. *in* 313. *in* 314. *in* 315. *in* 316. *in* 317. *in* 318. *in* 319. *in* 320. *in* 321. *in* 322. *in* 323. *in* 324. *in* 325. *in* 326. *in* 327. *in* 328. *in* 329. *in* 330. *in* 331. *in* 332. *in* 333. *in* 334. *in* 335. *in* 336. *in* 337. *in* 338. *in* 339. *in* 340. *in* 341. *in* 342. *in* 343. *in* 344. *in* 345. *in* 346. *in* 347. *in* 348. *in* 349. *in* 350.

**Smashing  
Myths**      Reclaiming the thread-  
bare but recurrent  
barbarities against

letter last year for Negroes. Mr. Felt cited the old idea that Negroes would not pay for more than low-cost housing, and told how a project in New York City of the local Urban Housing Management Association of the Urban League of Greater New York revealed that hundreds of Negro families

over the next week and in a year, the \$700,000 in new apartments will be coming on line. The Queensview Project, the HUD-sponsored project for the new apartments, is a landmark project in the history of public housing in New York City. It is the first project to be built by a private developer, and it is the first project to be built by a private developer in the city of New York. The project is a landmark project in the history of public housing in New York City. It is the first project to be built by a private developer, and it is the first project to be built by a private developer in the city of New York.

## HOUSING EXPANSION

After signing some specific questions were raised by George Nesbitt of the Office of State Government and Urban Redevelopment, the Office of the Administrator of Housing and Home Finance Agency. Mr. Nesbitt said: "We need additions to the existing broader study. Among these are: (1) the effect of Federal regulations on Negro expansion in the low housing supply; simply heightened the pushing out of the ghettoes; (2) the effect of a lack of Federal assistance in the expansion of low income housing in new structures; and (3) the effect of increased interest rates on the poor. We must make more categorical, coupling up and over crowding."

## IMPROVING AND REPAIRING

From discussions in all three sessions it became evident that improvement of the existing housing supply is imperative. Mention was made of such efforts in this section as the so-called Baltimore Plan, "Yardville, U.S.A.," and of what was done in Newark, New Jersey, where the Urban League has secured the help of carpenters, etc., who volunteer their services in making long-needed repairs on homes of owners who have refused to effect any repairs at all. In this approach the landlord is usually impelled to pay for the materials.

Mr Nesbitt cautioned that such improvements might deter a full program of slum clearance; moreover, the houses on which most repairs are needed, are more than likely to be right in the middle of a site for new building.

## REPAIRS VIA RENT REDUCTION

In St Louis, there was the case of repeated attempts to get the landlord to make repairs that were needed desperately. Finally, the local authority ordered rent reduced from \$55 per month to \$45, then to \$30. When a third appraisal of the value of the premises was about to cause a reduction to \$15 per month, repairs were begun at once.

## CONSERVATION AREAS

Repairs and general home beautification programs are both good methods of reducing the spread of blighted areas. Another method discussed, and deserving mention because of current attention paid it, was the "conservation area" idea.

Sometimes called "neighborhood units" or "urban neighborhoods", the "conservation area" idea was examined by Mrs. Herman Coburn, Member, Citizens Housing Organization, Grand Rapids, who had looked into the use of this method in Cleveland and in Philadelphia. She found that, "in some cities, the boundary lines of the conservation area follow

the lines of the nationality and racial groups—the Polish group, the Italian group, the Negro group, and so on. It is rather important to note that the first time this idea was proposed coincided identically with the first major Negro migration from the South."

"Some of the journals on housing are a little afraid of the 'conservation area'. They say if you set up such areas around your problem areas that the end result is the erecting of barriers which may stop the spreading of blight but will also prevent the people from moving from one area to another. It may erect a wall of segregation. In fact, the 'conservation area' has been called an instrument of segregation."

## MUNICIPAL HOUSING ORDINANCES

It was urged that Leaguers, working in the area of housing, should know the local ordinances, zoning laws, etc., particularly with respect to industrial and commercial encroachment and re-zoning. The League housing worker should also study and be alert to all short term or long term re-housing proposals, even those made as far back as 1940 or 1930 but which might yet be put into effect.

## LOANS

Partial leads as to what to do about property loans in communities where Negroes can't get them, and about getting assistance from the Federal Government were discussed as follows:

1. Work with FHA to help develop a program of property stabilization in the neighborhood. FHA is available also for help to homeowners making repairs.
2. Help develop the best use of whatever personal financial resources there are in the Negro and white community.
3. Become familiar with consumer credit and other such institutions in the local community.

## PROMOTING BETTER HOUSING

on what happened in Morristown, New Jersey. There the local Urban League efforts resulted in:

1. A survey, to highlight conditions.
2. Newspaper pictures and publications of survey findings
3. Special radio programs to let people know the facts
4. One monthly Council of Social Agencies meeting devoted to Housing
5. Activity of League Executive Secretary and Board members, as members of the Housing Authority
6. Talks on Housing by the League Executive, before thirty-one organizations

## PUBLIC AND PRIVATE HOUSING NEEDED

pinpointed the fact that both public and private housing needs must be served. De Hart Hubbard, Race Relations Advisor, Federal Housing Administration, said, "we have to be concerned about the private as well as the public program in housing", and pointed out that many families in need of decent housing are outside the limitations of public housing. Mr. Hubbard declared "Here is the private housing market."

**Veterans** Moved by the discussion of the hard and cold facts of present housing situations extending even to veterans, Joseph F. Albright, Assistant to the Chief, Veterans Administration, Washington, D. C., emphasized the fact that the Veterans Administration

One time tested method of promoting effective interest in better housing was set forth in a report

can help veterans to secure homes and that if any community has difficulty in procuring homes for veterans the V.A. should be contacted in Washington.

## RENT CONTROL

"Rent control is the only bulwark that the great mass of people have to protect themselves against the completely impossible situation until such time that adequate housing has been attained," according to Mr. John O'Brien, Director of Information, Office of the Housing Expediter.

Mr. O'Brien's continuing remarks might well have refreshed the thinking of conferees with respect to leverage on local rent advisory boards as he stated. "We have in the [Federal] Office of the Housing Expediter a plan of local participation. This is not a matter of our whim or wish, it is the law—the advisory board program which says that 'the effective people in a community shall be on a Rent Advisory Board'. They shall be selected by recommendation of the Governor to the Housing Expediter, and they shall make recommendations to the agency on Board policy. That Board shall consist of representatives of citizens in the area, every Board to be balanced shall have an able and vocal spokesman for tenants, an able and vocal spokesman for landlords, and shall have public interest members consisting of educational leaders, religious leaders, civic leaders, veterans, labor people, and so on. This is the standard."

## Workshop Leaders

The leaders for the Workshops on Housing were: Henry Von Avery, St. Louis Urban League, Edward L. Cooper, Urban League of Greater Boston; Percy H. Steele, Jr., Morris County (N.J.) Urban League, and James N. Williams, Providence Urban League

## AWARDS

### THALHEIMER AWARD

The session held on Thursday evening might well be described as "Awards Night". The invocation was given by the Reverend Bob Bratt Hauserman, Pastor, Fountain Street Baptist Church, Grand Rapids. The League's very own Lloyd K. Garrison presided. The session was concluded with the benediction asked by the Reverend Homer Cross, Pastor, First Baptist Church of Decatur, Michigan. Three sets of presentations were made. Announcement was made of the first, second, and third prize winners of the Thalheimer Essay Contest, by Mr. Garrison. Service awards were made to the nine Urban Leaguers who have seen either 10, 15, 20, or 25 years of employment in the League movement, and, presentation was made of the Two Friends Award.

The Thalheimer Award was established in 1948 to increase interest in Vocational Guidance and to stimulate high school and college students to choose their careers wisely, to plan, and to prepare for their futures.

This year 304 essays were submitted on the topic "What I Want To Be". Winners of the contest were: First prize—\$100, Edward Smith, Hope, Arkansas; Second prize—\$75, Jerolyn Johnson, Corona, Long Island, New York; Third prize—\$50, Gordon F. Dove, Gold Coast, British West Africa.

Dr. Raymond E. Jackson, fraternal leader and member of the Board of Trustees, National Urban League, commended the foresight of Dr. Ross Thalheimer, Spuyten Duyvil, New York, for establishing the essay contest under

League auspices. "It is taking", Dr. Jackson said, "a valuable place in the program of the League to prepare youth for careers. This phase of League operation which promotes the gaining of skills is vital to the placement of qualified workers, so fundamental to League philosophy."

### SERVICE AWARDS

Presentations of Service Awards were made by John C. Dancy, Executive Director, Detroit Urban League. It was appropriate that he make these presentations since he, himself, has had 32 years service—the longest record of service among the present personnel. The awards were received by the following:

In recognition of years' service

|                    |                  |
|--------------------|------------------|
| Julius A. Thomas   | 25 years service |
| Olive L. Samuel    | 20 years service |
| Wiley A. Hall      | 20 years service |
| Alise A. Lane      | 20 years service |
| Estella Jenkins    | 20 years service |
| William E. Jackson | 20 years service |
| N. P. Dotson       | 15 years service |
| J. Howard Offutt   | 15 years service |
| Clifford Minton    | 10 years service |

Before the session, a complete listing was distributed, noting all League employees with more than 10 years' service, however, each year a certificate is presented for 10 years of service, and thereafter for each multiple of five years, except for 25 years at which time a silver plaque is awarded. The recognition accorded Julius A. Thomas, therefore, carried a silver plaque, a fitting and well deemed token, noting a quarter of a century's work in the League movement.

## TWO FRIENDS AWARD

Truly the highlight of the evening, amid flashing newsphoto bulbs and the grinding of newsreel cameras, was the recognition accorded Dwight R. G. Palmer, President, General Cable Corporation, and John H. Sengstacke, Editor and Publisher, Chicago Defender, for the excellent performance and teamwork these men exemplified in their work as members of the President's Committee on Equality of Treatment and Opportunity in the Armed Services.

Dr. Raymond E. Jackson introduced Messrs. Palmer and Sengstacke, and the Two Friends Award was presented by Lloyd K. Garrison.

"The Two Friends Award", Mr. Garrison said, "is the outward and visible expressions of the inner spirit of the Urban League movement. Like the two clasped hands, one black and one white which we have chosen to symbolize the 40th Anniversary of the National Urban League, the Two Friends Award stands for the brotherhood of man."

Dwight R. G. Palmer and John H. Sengstacke were acclaimed as they stepped forward to accept the award. Excerpts from their respective acceptance speeches are reproduced on pages 16 and 17.

## AIKEN AWARD

Just before the session closed, Lloyd K. Garrison announced the establishment of an annual award of a \$500 Savings Bond to "the local Urban League member who has done most during the year for the underprivileged in his community." The award will be financed by Walter H. Aiken of Atlanta, Georgia, contractor and builder, and trustee of the National Urban League.

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## 40th ANNIVERSARY YEARBOOK

Lloyd K. Garrison announced that the National Urban League 40th Anniversary Yearbook will be published soon. The book commemorates the achievement of and is dedicated to the founders of the nation's oldest interracial social agency, and is being supervised by a Sponsoring Committee under the leadership of Dwight R. G. Palmer, President, General Cable Corporation, and one of the 1950 recipients of the League's "Two Friends Award".

The Anniversary Yearbook will contain some fifty pages of editorial features which will be useful to students and researchers in the field of human relations. Over 100 pages will be available for institutional ads from nationally known business and industrial firms as well as labor organizations, to cite the progress that has been made in the field of race relations in addition to giving their support of and appreciation for the League's efforts to integrate qualified Negro workers into the industrial and commercial life of the nation.

Other members of the Sponsoring Committee are: William H. Baldwin, Charles Buchanan, Winthrop Rockefeller, C. C. Spaulding, and Thomas G. Young.

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## VOICE OF AMERICA

Highlights of the Conference and interviews with League officials were part of Voice of America broadcasts during the week end of September 10 and 11. The broadcasts were duplicated in 26 languages and beamed towards nations all over the world.

Lloyd K. Garrison and Lester B. Granger were the principals in the original broadcast.



## THE TWO

DWIGHT R. C. PALMER

"We have come to expect those who receive special awards for public service to begin by insisting modestly that they are unworthy of the honor. I have decided to skip that part of the protocol . . .

"I simply want to say 'thank you' and to assure you that, whatever my past deserts, I shall do all I can in the years ahead to justify your choice for the 1950 Two Friends Award. I accept the portion you honor me with in deep pride, not only for myself but for thousands of Americans who are giving of their time, energy and resources to the high purposes of this organization.

"I belong to those who are deeply interested in promoting the welfare of minorities, in erasing injustices, not as ends in themselves, but as part and parcel of our larger concern with maintaining a free and prosperous America. Our purpose is to help not any particular person or minority, but to help our America.

"We happen to be convinced that discrimination takes a cruel toll from society in its entirety . . . . Insofar as we remove obstacles to education, to jobs, to advancement, we lift the level of our entire economy. And insofar as we eradicate the stains of discrimination and inhumanity from our record, we provide a cleaner moral environment for all our people.

"Let me touch for a moment on the purely economic aspects, where I can talk with some authority as a businessman and an employer of labor. . . . More and more business organizations are co-operating in opening job opportunity to Negroes, and vocational guidance programs are giving hundreds of thousands of young Negro people a better start in life.

"Obviously that's of immediate importance to the individuals and to the families affected. But, I submit that it is no less important to the American economy as a whole. The companies which have opened wide their doors to job-seekers—and thereafter to promotion on sheer merit without reference to race or creed, enjoy a distinct advantage over competitors still hamstrung by prejudice. At the same time, the country at large is better served in at least two vital respects.

"In the first place, it means that America is beginning to tap a great reservoir of human resources that is still largely blocked and squandered. Talents and energies that otherwise would have remained inert, or would have been wasted through misapplication, are made available to the whole community. The aggregate wealth of the nation, as measured in its most valuable denomination, the properly employed citizen is expanded every time another channel of opportunity is opened up to all Americans. That seems so elementary and obvious that one feels ashamed to have to point it out.

"In the second place, once the roadblocks to work, education, promotion and equal opportunity are cleared away, more people are enabled to escape the stagnation of slums and poverty. That is where disease and crime and bitterness flourish. And these are evils which penalize not alone the direct victims but the entire population. The very people who seek to preserve those roadblocks in all their ancient ugliness themselves pay for it in higher taxes, in reduced consumer buying power, in a hobbled and handicapped economy.

## FRIENDS AWARD

.JOHN H SENGSTACKE

"Sharing this coveted award, the 'Two Friends Award', with my good friend, Mr. Dwight R. G. Palmer, directs attention to the very heart of a human problem, which our America must solve if it is to be true to its destiny as the homeland of freedom

"Full and equal citizenship entitles each citizen to an equal voice and a right to enjoy the full benefits of his citizenship and to contribute to the progress of his country

"Without equality of opportunity, the individual is deprived of the chance to develop his potentialities. The nation also suffers through the loss of the contributions which might have been made by persons excluded from the main stream of our daily living because of racial discrimination or other artificial barriers.

"This is a time of crisis for the human race. Providence has so shaped events that our America stands as the beacon for those ideals which are the hope and inspiration of all mankind. What America does now, will be the preface to the story of either the future or fall of our civilization.

"The presentation of the 1950 Two Friends Award throws light upon the achievements of the President's Committee on Equality of Treatment and Opportunity in the Armed Services.

"I receive my half of your Two Friends Award as a representative of our entire Committee which was chaired by Judge Charles Fahy, and had members such as Lester B. Granger, Dwight R. G. Palmer, and William E. Stevenson. Their work was positive proof of what team work can do and will accomplish in a democracy.

"The President's Committee Report,

we hope, will cast its beacon and give light throughout the length and breadth of America to thousands and thousands who will understand that the American dream of complete human brotherhood is not only basic to the practical materialistic side of our everyday way of doing things, but is a challenge to every man, woman and child who has the right to call himself an American.

". . . Democracy must not only be looked upon as a goal, it must be accepted as a tradition and must be practiced to be a success

". . . Today's meeting of the National Urban League is another milestone along the road of democratic success. Many goals and objectives which ten or fifteen years ago were thought to be only a hope, were thought to be unthinkable, unreachable, impractical, and impossible, are now accepted facts. Today's challenge is tomorrow's achievement. A popular saying of today is, "It's later than you think". None of us can escape this truth on all fronts. *It is later than we think*. In the past, warfare for Americans has meant overseas duty today it is not far fetched that we may find ourselves fighting in the alleys, in the gutters, and in the streets, to defend our freedom

". . . The time is now, we will either move forward with democracy or we will place ourselves in the vanguard of those who plan our total destruction

". . . If today's ceremony serves just one purpose, a very simple one, if it serves to point up what men of good faith and good intentions can do working as a team in the interest of their nation then the Two Friends Award of 1950 will set the pattern for fair play and a team that will make democracy work."

# ADMINISTRATIVE PROBLEMS OF URBAN LEAGUE OPERATIONS

Two of the four administrative meetings that were scheduled dealt with the role of the Urban League in the so-called area of social action. A synthesis of over-all conference thinking on this subject is made elsewhere.

The other two administrative meetings dealt with specifics of the agenda outlined in the Conference Program. Reginald A. Johnson, Director, Field Services, National Urban League, presided at the earlier of these two meetings, while Whitney M. Young, Jr., Omaha Urban League, was the monitor. Warren M. Banner, Director, Research and Community Projects, National Urban League, presided at the latter with Marion S. English, White Plains Urban League, the monitor.

## *Annual Council Meetings*

The principal importance of that first meeting was an enumeration of pros and cons regarding certain Urban League Conference problems. It was clear that some arrangement is necessary for a different type conference, that the annual national conference cannot satisfy some needs that must be met. Perhaps the most significant pressure in this regard is that which gave rise to the attempts of the departmental secretaries to have an annual conference of their own each year. This pressure represents an effort to satisfy or solve some of their own concerns, it represents a drive for something that the Annual Conference is not designed to provide.

In view of budget and financial considerations, including a brief mention of the "quota plan", there was consensus,

with some council stalwarts dissenting, that separate council meetings, not held in conjunction with any other conference, are impractical and unwise—the latter in terms of over-all coordination of agency program, inasmuch as questions of national or local policy arise inevitably and require across-the-board consideration.

## *Regional Conference*

The merit of separate council meetings and the solution to the question of feasibility of regional conferences seem amply provided for in the recommendations coming from deliberations of Urban League Board members who were present. These recommendations were discussed informally for several days, and when Lloyd K. Garrison presented them as a solution, at the final session of the Conference, they were accepted unanimously. The resolution is a lengthy and important document and is, therefore, reprinted in the Appendix. It might be pointed out here, though, that it recommends for the coming year that both regional conferences, in the six regions, and the Annual National Conference be held.

## *Internal Relationships*

The administrative session, chaired by Warren M. Banner, became concerned principally with dues and membership plans, surveys, Board and line staff responsibilities and supervision.

James N. Williams, Executive Secretary, Providence Urban League, made a presentation on "Dues and Membership Plans" that stimulated questions of using membership money for current expenses. The presentation raised questions, also,

about the feasibility of the plan where a local League is already meeting the 4% National Affiliation requirement. Answers to some of the questions came in the remarks of Lester B. Granger, when he said that no single present plan can be applied to all cities due to the various situations in which Leagues find themselves. And, apropos board-line staff responsibilities, Mr Granger stated that "it is the duty of an ideal Board to raise funds, and of the Executive to operate the budget. In practice, however, this ideal division of function is almost never obtained. Moreover, one of the tests of proper Board Executive relationships lies in the Executive's ability to place responsibility . . . . Committees should assume the responsibility of fund-raising." The practice of calling on Urban League Executives to head Community Chest Campaigns' so called Negro division in some localities was frowned upon as an improper repeated use of the League Ex-

ecutive's time. The responsibility should be placed in and on the community.

Discussion of surveys in cities where there are Leagues, showed that local Leaguers have reason to keep alert to possible surveys with misinterpretations which may become a threat to their work and influence. In one League city, a study sponsored by a national agency produced a recommendation that the League go out of business. A subsequent survey, done by Dr. Banner, revealed no basis for many of the statements in the previous study, and, in addition, actually strengthened the position of the League there. Serious misunderstanding of League objectives were at the bottom of the difficulty. Dr. Banner, himself, pointed out that the National Urban League is working with the National Community Chests and Councils and the National Welfare Assembly in order to get them to understand the type of social work done in the field by the Urban League.

#### Excerpts from letters to the Conference Chairman, R. Maurice Moss

"You, Maurice, and the rest of your committee are to be complimented on doing an unusually fine job. I agree with others that the hospitality, interest and cooperation of the Grand Rapids League, the Board and all of its friends and volunteers was something that all of us at the League movement owe."

M. Leo Bohanon, Executive Secretary  
Urban League of St. Louis, Inc.

"Please accept my congratulations on what I think was the finest National Conference the Urban League has ever had."

F. T. Lane, Secretary  
Public Education Department  
Chicago Urban League

"The Pittsburgh delegation is in agreement that Grand Rapids rates as one of the best conferences in League history. It seems to me we had a better balance between 'highlights' and workshop sessions where we actually got down to brass tacks on day to day problems. We would be ready to cast our vote for the same type of conference next year."

Alexander J. Allen, Executive Director  
Urban League of Pittsburgh, Inc.

"In my limited continuous attendance at the Urban League Conference it has never been my pleasure to attend one better planned or conducted. The entire Cleveland aggregation joins me in this commendation. . . ."

Arnold B. Walker, Executive Secretary  
Urban League of Cleveland

## SOCIAL WORK, SOCIAL ACTION AND THE URBAN LEAGUE

### Administrative Meetings

The Conference program booklet carried a note to the effect that topics for discussion at the four administrative meetings were suggested by local Urban Leagues. It is, therefore, significant that two of the four meetings were to deal with "Social Action and the Urban League". There seems no doubt that in this day of crisis, we need the "crisis-clarity" of which Dr. Reid spoke in his keynote address.

At the fourth administrative meeting, a pamphlet entitled, "Social Action and the Urban League" was distributed. J. Harvey Kerns, Assistant Director, Research and Community Projects, National Urban League, chaired the two meetings that dealt with social action. Monitors for these, the second and fourth administrative meetings were, respectively: Clifford B. Minton, Gary Urban League, and Lewis G. Watts, Seattle Urban League. The pamphlet, prepared by Mr. Kerns, provided a basic statement of the Urban League's view of participation in social action. The statement gave specific examples of the Urban League in this connection; and later pointed out that every "social action" development represents a degree of pressure. "The chief concern", he said, "is the degree of pressure and the manner in which it is applied." Copies of this pamphlet may be secured, by request, from the National Urban League office.

### ROLE OF THE SOCIAL WORKER

In these meetings Leaguers were obviously attempting to further the isolation and identification of the effective role of an Urban League worker in the

area of social action. Here arose a question of the limitations of the Urban League's social work approach to problems, and the possible embarrassment and loss of "face" when other groups have to carry the obvious or more tangible part of the specific job. Nelson Jackson had outlined an answer to this in the orientation session for newcomers pointing out that there should be cooperation with other organizations all along the line, thus no loss of "face" through misunderstanding of the League's role.

### Lobbying

Is the time ever ripe for lobbying? Can an Urban League worker lobby successfully without damage to the Urban League movement? Is lobbying necessary for League workers? Discussions of such questions, raised out of specific important situations weighed heavily on the thought that lobbying is not a function of the Urban League. However, provision of expert testimony on top flight consultation is an Urban League function. It was recognized that how far an affiliate should go on matters of this type depends primarily on efficient local League Board action and on the influence or status of that League in the locality.

### GOVERNMENT

Mrs. Lee Wilson Hutchins presided over the evening public meeting on the subject, "Government and the Urban League." Invocation was made by Rabbi Harry Essrig, Temple Emanuel. The benediction was given by the Reverend John Williams, Pastor, New Hope Baptist Church. The Honorable David L. Lawrence, Mayor, City of Pittsburgh, and President, U. S. Conference of

Mayors, was the speaker. While recounting certain laws passed by national and state legislatures over the years, Mayor Lawrence said that "... Government in the United States has very properly worked to implement great movements toward fuller democracy and freedom through laws. But these legislative acts and administrative functions seldom spring up, like sentinels in the dark, without a great deal of preliminary work. In the field of social and economic progress much of this spadework is done by groups such as the Urban League."

Mayor Lawrence said, also: "We Americans learned long ago that mere talk about the value of education was not enough to insure adequate schooling for every child. Instead, we had to pass laws making it compulsory for parents to send their children to school for a certain number of years. But we did not achieve our educational goal by simply writing laws. We had to build schools and provide teachers, compile textbooks and plan programs before the system could function. . . .

"The list of legislative actions toward expanding democracy for all, is a long one—from enactment of a minimum wage and hours law to establishment of city agencies to foster understanding among all groups of citizens. Such acts as those affecting child labor, wages and hours, and social security have applied to all citizens in this land. . . . The housing act, for example, has made it possible for large numbers of persons who were socially and economically jailed in slums, to find living quarters fit for their purpose."

The contributions to democracy, made through legislative acts certainly did not as Mayor Lawrence observed, simply "spring up, like sentinels in the dark".

Who then is going to help? Whose, more than social workers, is the greater responsibility to initiate and guide efforts to relieve human suffering and needs? To what extent should social

workers speak up and be heard about the needs of the whole man?

"SOCIAL SERVICES AND THE URBAN LEAGUE" was the topic of an evening session at which the main speaker was Ralph H. Blanchard, Executive Director, Community Chests and Councils of America, Inc. Mr. Garrison presided, and the invocation was given by the Right Reverend Lewis Bliss Whitmore, Bishop of the Diocese of Western Michigan, Past President, Grand Rapids Urban League and Brough Community Association. The Reverend C. C. Nobles, Pastor, St. Luke African Methodist Episcopal Church, gave the benediction.

"Today", Mr. Blanchard declared, "it is undoubtedly true that there has never been a time when it was more important for social workers to speak up on questions of broad social significance and it is probably equally true that there has never been a time when there was more danger of social work being misunderstood for so doing. For these days are days when names are being called and people are being thoughtlessly tagged with labels and even unjustly accused of thoughts, beliefs and actions contrary to the public interest on the slightest of evidence or no evidence at all. Obviously, many of these hasty and ill advised actions result from fear, and that makes it all the more necessary that social work reassure the people as to its aims and methods. The point needs to be made and re-made that social work does not "coddle" clients in their idleness and sloth. It is necessary to remind people that social work does not aim to stifle initiative and personality growth but rather tries to free people so that they can take and maintain their places as self-reliant, productive members of society. To the extent that such negative aims are attributed to social work and to the extent that people identify the same negative attributes with what they call the 'welfare state', it should be made clear that social work is not of, by or for such a 'state'."

*Equal  
Responsibility  
And Equal  
Opportunity*

principle of individual responsibility, but we also believe that every person should be given the opportunity to exercise this responsibility and make his contribution in a free democratic society in which government takes its rightful and important place.

"After such points have been made, however, it remains vitally important for social work to speed up omissions where its experiences qualifies it to express opinions.

Additional material for the answer to the question of Social Action and the Urban League is found among the words of Lester Granger, as he delivered his Annual Conference address on "The State of the Urban League".

*THE URBAN  
LEAGUE  
IN SOCIAL  
ACTION*

Mr. Blanchard continued. "Social work does not believe in giving people a 'free ride'; we believe rather in the principle

"Now, as in 1939, declared Mr. Granger, "it is necessary for organizations like ours to take stock of the national need

and our ability to serve it, to offer suggestions including both criticism and advice for ways of improving our defense effort through the unreserved use of all the manpower of the United States. Tentative steps along this line have already been taken. Memoranda, for instance, have gone forth to our local Urban Leagues alerting them to certain calls which will certainly be made upon them in their localities, and discussions have been held with key government leaders in Washington aimed at helping the government to avoid the serious errors that were committed in the early years of World War II—errors which proved so disastrous to the morale and in the efficient use of Negro manpower.

"In approaching these government officials, we have sought to make it clear that our aim is neither to express nor to

establish any monopoly of interest in our general field, nor to assume any dogmatic position on issues affecting far more than even the welfare of fifteen million Negroes. We are dogmatic, however, on these points: First, that if we are to approach maximum use of manpower for defense production, this country must achieve unreserved and unrestricted use of the labor, the skills and the wisdom of American citizens of any race, religion or place of birth. Second, that maximum efficiency demands a strengthening of the operations of such key government agencies as the public employment services of the separate states. Third, that while the Federal Government has inserted in all prime contracts made by defense agencies, a clause forbidding racial or religious discrimination against employees or applicants for employment, these clauses will be largely ineffective without vigorous supervision by some government agencies and their enforcement by some government agency official. And, fourth, that our total national interest and our defense efforts will suffer severely if an impaired morale is allowed to spread among large segments of our civilian population, such as the Negro group.

*THE URBAN  
LEAGUE AND  
COMMUNISM*

While discussing the approach, methodology, and technique of the Urban League, Mr. Granger

declared: "It is heartening to note that the Urban League movement has been outstandingly successful in resisting the encroachment of Communist leadership. This is because of the peculiar organization and structure of the Urban League movement, our advance realization of communist purpose, and because of the specific way in which we move about our job of providing larger living opportunities for Negro Americans and eliminating interracial misunderstanding. In fact, as an Urban League is successful in doing its job, it is offering the greatest possible resistance to the spread of communism. Communism

feeds upon frustration and despair, upon the blocking of Negro effort and hope. As the Urban League is successful, it removes despair by providing opportunity. It dissipates frustration by offering a demonstration of steady progress.

"But in spite of our success up to the present moment, a success which has earned for the Urban League the bitter opposition of communist and pro-communist sentiment throughout the country, we must redouble our vigilance. Let me make this clear there is no honorable place on any Urban League Board, committee, or staff, for any person who has sympathy for or gives support to our most bitter pro-communist movements regardless of whatever fine purpose those movements may profess.

"We have sought earnestly to impress upon our national defense leadership that our racial minorities in this country must be relieved of any shadow of a doubt that this struggle of democracy against a world-wide communism is accompanied by a determined effort to defend democracy in social and economic programs at home."

While reporting on "the state of the Urban League", Lester Granger has created a "blue-back speller" of social action. "We have sought earnestly to impress upon our national defense leadership . . .", is the key to the social worker's role in broad social work, in social action a matter that concerned the Conference and, indeed today concerns the thinking public of the world

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From letters to the Executive Director, National Urban League —  
Lester B. Granger:

There is one thing we must not forget, that is, these Annual Conferences provide the only opportunity for annually bringing together professional and lay people actively interested in the many problems of Negro economic and social betterment.

J. Lawrence Duncan  
Racial Relations Officer  
Housing and Home Finance Agency  
Public Housing Administration

"My reaction to the sessions was that there appeared to be a very keen interest in the sessions and a sincere desire on the part of those participating to solve some of the problems with which they are confronted. It was my first experience with a collective group of Urban League people and I certainly enjoyed the sessions in which I participated immensely and furthermore the discussions with many of your representatives between meetings."

J. D. Gruener, Manager  
Personnel Department  
International Harvester Company  
Chicago, Illinois



*The League is part of and physician to the community.*

## THE COMMUNITY

### *The Community, Keynoted*

Even in the opening session of the Conference, "the community" was discussed in terms of Urban League objectives with respect to populations. Pointing up the change in emphasis on the outlook of social work and the Urban League, Ira Reid recalled that "in our community organization work twenty five or thirty years ago we felt that people were going to be congenial if they happened to live in the same block. Today we know better. We know that the modern neighborhood in the modern city, has gone—has gone as completely as the corner grocery in which you could get unlimited credit for the whole year. The neighborhood spirit has disappeared and in its place we have nothing more than a locality area that has a night time population but little of a day time population . . . . The areas of interest may be more completely the job than the place where one lives."

### *THE NEIGHBORHOOD*

Franklin Wallin, Past President and Board Member, Council of Social Agencies, Grand Rapids, Michigan, who was the Consultant for the Discussion Session on "The Community", read a paper prepared by John McDowell, who was unable to attend the Conference as planned. Mr. McDowell, Executive Director, National Federation of Settlements, New York, in his paper had discussed the neighborhood from the view of the Neighborhood Center and Settlement. He said: "By 'neighborhood' we mean the area in which the needs of pre-adolescent

children can be met, generally speaking, the area served by an elementary school . . . .

"Neighborhoods are usually part of districts in metropolitan communities. The district is an area in which the functional needs of a major part of the population are met and in which voluntary group associations of adolescent youth and adults take place. It is usually made up of a group of neighborhoods and has certain psychological, physical and political characteristics which differentiate it from all other districts."

Here in this Urban League Annual Conference, arranged so that no two sessions would be meeting at the same time, so that each delegate could attend every session, the thinking of conferees was not stimulated on the basis of narrow, one-sided or selfish interest ideation. Instead this conference seemed to sprout facet after facet of matters under consideration.

### *Additional Views of Community*

For instance, when Joseph A. Hall spoke on "The Community" at the discussion session bearing the same title, the words he used to describe "the community" sounded much like Dr. Reid's "neighborhood". "The term 'community'", Mr. Hall said, "as generally used, refers to a group of people gathered together in a geographical area, be it large or small, and united by common interests." Like Mr. McDowell's view of "neighborhood", Mr. Hall continued, "In the case of the small community we usually find a high degree of unity and cohesiveness, resulting from mutual interests and intimacies that go with community life."

This business of "the community" and "the neighborhood" is, then, a changing thing—as changing as the people who are the inhabitants of either, and as changeable as progress in the social sciences causes our concepts to be.

*Attack—and Answer*      Robert L. Neal, Associate Executive Secretary, Division on Education and

Recreation, Welfare Council of Metropolitan Chicago, seemed to point up a challenge for the Urban League when he said, "Forty years ago the Urban League set forth as one of its goals that of helping rural people adjust to urban life. This goal has not been achieved. It seems that the Urban League still has a responsibility of providing or sharing with the local settlement house a medium of expression, a sense of belonging to those new to the ways of city life. Not those who have become socially mobile, have homes and a degree of economic competence—but rather those who never heard of Community Council and are not ready for participation. People who are lonesome and frustrated.

On the other hand, three days earlier, Lester Granger, in his address reporting on "The State of the Urban League", had said that "during four exciting decades the Urban League has grown steadily and increased its service to the nation;" and that "a regrettably large proportion of those movements in the Negro's behalf which have sprung up in different parts of the country during this century have languished and died almost as quickly as they were formed. Languished and died, either because of short-sighted planning or intemperate leadership. . . ."

And while Mr. Hall was sharing the platform with Mr. Neal, Mr. Hall said of the League. "If we are to do an adequate job of social planning, facts relative to the community need must be our base. We must ask ourselves, be it

League, Settlement, Community Council or Council of Social Agencies, whether there is a current need for a block unit. Or has our way of life changed so in the last few years with people spending less and less time at home, that this type of service is out-moded? Or, if needed, to what is the service geared? Has the agency adequate staff to do the job or would it better accomplish its purpose if it "farmed out" the neighborhood program?

. . . The immensity of the problems in the Industrial Relations and Guidance field together with our stimulator enabler, fact-finding, consultative, policy and planning responsibilities, suggests inter agency cooperation. . . .

Completely without plan, the fire under Mr. Neal's statement seemed to reach its height as Mr. Hall continued: "Can we get out of each other's hair long enough to become objective? It means doing away with our suspicions, fears and professional as well as personal jealousies, for a careful look at purposes and objectives. We are all shooting at the same objective—that of effecting a better community."

The Conference planning committee had assigned general topic areas to each speaker. The addresses were written and prepared independently, yet they supplemented each other and provided an excellent pattern for the consensus that there is a place for the approach to the community's problems by all three types of programs. The basic problem is not one indicating any single-handed solution, but rather, coordinated effort. Therefore, as Mr. Hall continued. "If we each do our job, stick to our purposes, design and steer programs in sensible ways geared to community needs, not personal interest, there will be no occasion for suspicion, inter-agency misunderstanding and the resulting community disorganization.

" . . . It seems to me that Ruth Baldwin's 'Let us work together' is the key . . . ."

## *Working Together*

The thought, "Let us work together" could be found in every speaker's remarks about "the community" or "community organization." This was certainly true in the case of Miss Helen Thorburn, Secretary of Community Councils, Council of Social Agencies, Detroit. Miss Thorburn made the idea of working together seem a very sensible medium for effectiveness as well as a very pleasant chore.

Mr. Franklin Wallin's total association with the Conference was the epitome of that thought, an excellent representation of the thought, "Let us work together", as memories of the buffet supper at his home came back. As Mr. Wallin read Mr. McDowell's paper, it was pointed out that initiating work with groups and organizations, and the development of citizen leadership, looking toward the formation of a district council may be done by the Urban League, a settlement or any other agency seeing the need for it. ". . . It is hard to believe that there will be competition among agencies for the provision of this staff service in view of the many demands made upon agency staff time."

## *Blanchard, On Community Organization*

In his memorable address, delivered during another part of the Conference, Ralph Blanchard said that "... our city and metropolitan planning organizations need to reach down into neighborhoods, as some have done, and help the citizens in these "grass roots" areas build the kind of neighborhood councils which can be towers of strength in bringing needed services to the people and representing the neighborhoods in securing needed action in the city, state or national area. Through such councils, the number of citizen organizations participating in planning can be multiplied many times. Here we find not only the local units of such groups as Parent-

Teachers Associations, unions, churches and chambers of commerce but such indigenous groups as racial and nationality clubs, social clubs, fraternal organizations, street clubs and local civic interests. These citizen councils have demonstrated tremendous strength and potential power for service in places where they have been established, such as Pittsburgh, Chicago, Detroit and Cleveland. Incidentally, in these cities with district councils, your Urban League, through its local units, plays a very active part, as you know . . . and as these neighborhood units relate themselves to the citywide planning bodies they can and do exert tremendous influence on the central planning for health and welfare in the entire metropolitan area."

That was undoubtedly what Robert Neal had in mind when he said, "Social planning is democracy in action."

Mrs. Maise S. Cahn, President, New Orleans Urban League, and Trustee, National Urban League, was scheduled to preside at the luncheon meeting on "The Community". Mrs. Cahn had to leave the Conference unexpectedly and in her absence the meeting was presided over by the Reverend John Paul Jones, Pastor, Bay Ridge Presbyterian Church Brooklyn New York, and Vice-President, National Urban League. The Reverend George Goris, Pastor, Le Grave Avenue Christian Reformed Church, Grand Rapids, gave the invocation. The principal speaker was S. H. Galatas, President, Local 302 Kansas City, Missouri, Laundry Workers' International Union, AFL, and President Kansas City Urban League.

Mr. Galatas observed, "There is a movement, yet in its infancy, which will furnish us with many of the methods and techniques which we will do well to make our own. I speak of the pioneers in the field of human relations. These men and women are devoting themselves to acquiring an understanding of prejudices and conflict, so

that they may develop the tools with which to overcome them. By ascertaining what causes hatred and prejudice, they know better how to work against them. They have experimented in bringing about changed attitudes within groups where conflict and diverse interest had seemed to present insurmountable deadlocks. They have already made important discoveries in the ways of influencing people to bring about change. Let me urge that we scan and evaluate their experiments in group therapy, group dynamics, and democratic processes and add what is of value in them to our program of education. There is need to analyze the responsibilities of leadership in helping others to grow and make the best use of their own talents and resources."

### WORKSHOP SESSIONS

A workshop on the subject, "What is our Role in Developing Neighborhood Approaches?" used the "Phillip 66 Plan" dividing into groups of six, each group selecting its own chairman and meeting for six minutes. Mrs. Nida Edwards Thomas, this workshop's leader, pointed up the addresses and comments on "the community" delivered at the morning discussion session.

Extended discussion within and from each sub-group of six was finally seen to emphasize the relevance of the following points, to the workshop subject:

- 1) A need for a complete picture of the neighborhood, pointing out its needs, resources and possible lay leadership, is basic.
- 2) In order to establish support within a neighborhood, a house-to-house visit is still one good way to find common interest, making it easier to relate program purpose to more indigenous interests.
- 3) It is very necessary to recognize already existing groups and agencies in a neighborhood before beginning a program.
- 4) A neighborhood needs to be reached for a project. (This point relat-

ed directly to point 2)

- 5) Youth should be included in the total picture of neighborhood programs.
- 6) It should be remembered that a problem peculiar to a neighborhood might also extend beyond the boundaries of that neighborhood and that the program might well reach beyond that neighborhood.

There was agreement on the following approaches

- 1) Define your neighborhood and recognize its needs and resources.
- 2) Basic planning should include the actual community needs on neighborhood levels.

Two workshops, scheduled to be led by Edwin C. Berry and William V. Kelley, respectively, combined to form one workshop dealing with the subject "In What Direction Should We Move in Neighborhood Work", led by William V. Kelley. In the discussion the same variables were found as in the different concepts of "neighborhood" presented by speakers. There were minor differences as to what constitutes a community organization program, but it was agreed unanimously that the Urban League movement itself is community organization. In terms of objectives and techniques, discussion boiled down to a matter of where emphasis needs to be placed. This focus was further narrowed to discussion of where work emphasis should be placed - on all-Negro neighborhoods or Negro white neighborhoods.

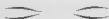
The trend of thinking was in these directions: (1) that in all sections of a city in which Negroes are to be found, there should be organization for the furtherance of interracial teamwork, (2) that special attention should be given to newcomers, (3) that Negroes should be encouraged, not only to take note of their civic rights, but of their civic responsibilities, (4) that sanitation and frugality should be included in any civic education program, and (5) that it is essential to cooperate with agencies in related fields

Another workshop, entitled "What is our Role in the Area of Agency Cooperation", was led by Gimes T. Bradford. The discussion cut across several of the points developed earlier in this section, only more in terms of this workshop's subject. One sharper focus was as to what the League can do to improve agency cooperation in a city where a poor relationship between all its agencies is noticeable. In spite of several serious and conflicting considerations, the workshop seemed to agree that this is a job for the Council of Social Agencies and the best the League might

do would be to call it to their attention and further stimulate some helpful steps by extending its own hand of cooperation.

There was a strong feeling that in the case of central planning body listings, the Urban League should be listed among group service agencies instead of as some type of special service.

A "needling" role was seen as both necessary and proper for the League to "needle" other agencies toward doing what they are supposed to do in a democratic fashion.



### IT HAPPENED AT THE CONFERENCE

Just after a discussion of the need for timing activities with great care, Mr. Scott Bigby, Planning Director, City of Grand Rapids, took the floor. He began his comments with an analogy of people knowing what's good for their residential neighborhood, yet selling their own property to an industrial concern. This he said was like the warnings against reckless driving, and drivers' failure to heed the warnings, particularly over the Labor Day week end. As the words "reckless driving" left his mouth, in the hush the windows rushed the sounds of the screeching tires of a careening automobile out in the streets. A loud voice in the audience said "Perfect timing".

**From a letter to the Executive Director, National Urban League,  
Lester B. Granger:**

"One of my objectives in requesting the attendance of the State USES officials was to have many of them get their first view of a conference of this kind in action, to meet the kind of people who attend it and to get a bird's eye view of race relations through a race relations agency. From that point of view the conference was highly successful. It is my hope that next year the Employment Service program can be so dovetailed that ES representatives (and I hope we can get all of them there next time) will be able to attend all appropriate sessions."

(Mrs.) Thomasina W. Norford  
Minority Group Consultant  
U. S. Department of Labor  
Bureau of Employment Security

## INDUSTRIAL RELATIONS AND VOCATIONAL GUIDANCE

Historically, the basic feature of Urban League program has been the drive to secure equal economic opportunity for Negroes and other minority groups. The very beginnings of the Urban League movement represented a clear-cut address to the deplorable economic plight of the "one tenth" of America's population, i. e., of Negroes. Yet, whereas the field of social work recognizes the indivisible elements of the whole man, the Urban League's work is no less split up than the whole man it has served with such distinction over the forty years of its history. Industrial relations, therefore, is only a part of Urban League program, but is definitely a fundamental aspect of that program.

The Urban League has evolved a distinctive technique in the field of industrial relations. To be sure, the skills and approach are not unique, but the historic use of them by the Urban League in this field has been unique. They have produced results in commerce and in industry, in work with labor and in work with management, and in the raw materials of up-to-the minute vocational guidance and the know how of their best and proper use.

### A VIEW OF THE CIO

The 40th Anniversary Annual Conference reflected some of this perspective, and rightly so. This was true during the session, "Organized Labor and the Urban League", presided over by B. Morris Pelavin, President, Flint Urban League. The invocation was given by the Right Reverend Monsignor Arthur Bukowski, President, Aquinas College. Benediction was asked by the Reverend J. J. Burns,

Pastor, Church of God in Christ, Grand Rapids, and Overseer of North Dakota.

At this session one of the high points of the Conference was reached when Jacob S. Potofsky, President, Amalgamated Clothing Workers of America CIO, declared "We of labor are proud of the League's record. Its workers education program, all through the years, was responsible for thousands of Negroes joining the trade unions."

Out of the meaningful past and with a realistic look at the present, Mr. Potofsky let the world know where the Congress of Industrial Organizations and where the Amalgamated Clothing Workers stand with respect to the problems of discrimination and equal opportunity. "I am proud to say that it is the settled policy of the Amalgamated Clothing Workers of America, and has been since its inception, to include within the membership of any of its local unions all workers employed in a given plant, without discrimination of any sort, either on the grounds of race, religion, color or political belief."

"In sponsoring the Sidney Hillman Foundation, in memory of our late distinguished leader, we spend annually thousands of dollars to further tolerance and help put an end to racial discrimination. The Foundation annually makes available scholarships for institutions like Howard University and Roosevelt College."

"The philosophy of the Amalgamated and the CIO . . . is perfectly clear. It stands four square for social and economic equality and is pointing the way toward a solution of the problems of discrimination."

"The CIO has long taken the position

that to extend democracy abroad we must preserve and strengthen it at home . . .

"The CIO is committed to support the efforts of President Truman, to enact into law the Report of the President's Committee on Civil Rights . . . We shall persevere in our fight to make this great document the law of the land."

Concluding with attention to elimination of discrimination in education, housing, public institutions, conveyances, in voting and in the exercise of civil rights, Mr. Potofsky declared, "I promise you that the CIO and the Amalgamated will continue this fight for a freer and better America".

*A VIEW OF  
THE AF OF L* George W. Dean,  
President, Michigan  
Federation of Labor,  
called discrimination  
a "threat to each and every one of us",  
and said that the people of America  
realize today that the valleys of poverty  
and inadequacy in all fields must be  
brought nearer to the peaks which our  
economy can supply.

"Discrimination cannot be eliminated  
entirely by legislation. . . . It depends  
on our success in educating ourselves  
we have got to understand ourselves and  
our responsibilities to each other."

Recognizing the nub of the problems  
with which all of us are faced, Mr. Dean  
pointed out that women as well as racial  
and religious minorities are being dis-  
criminated against, economically, social-  
ly, and otherwise. "Organized labor," he  
said "is pledged to further the right of  
free individuals, whether those rights be  
discriminated against by reason of race,  
sex, or creed."

Turning to the national arena, he cal-  
led the United States the "last stand of  
democracy in the world. . . . We are  
challenged to prove that democracy not  
only can work, but is working. . . . La-  
bor cannot sit smugly by if this freedom  
is to be maintained. Our nation can ad-  
vance only as all of its people advance.  
We recognize that what is substandard  
anywhere in the world is a threat to our

country. We recognize also that sub-  
standard working opportunities and liv-  
ing conditions in this country are a threat  
to us all."

## EMPLOYMENT

The Most Reverend Francis J. Haas  
presided at a luncheon meeting  
on "Employment and Vocational Guide-  
ance". The Reverend Wilbur Williams,  
Pastor, Wyoming Park Evangelical Unit-  
ed Brethren Church, Grand Rapids, gave  
the invocation. The main speaker was  
Edward T. Cushman, Professor of Pub-  
lic Administration and Director, Institute  
of Industrial Relations, Wayne Univer-  
sity and Chairman of the Industrial Rela-  
tions Committee of the Detroit Urban  
League. Dr. Cushman telescoped the  
employment situation with respect to  
members of minority groups, as he ob-  
served that, "ten years ago when con-  
flict began to draw us into the struggle,  
the general employment situation was  
not so good as it is today. Then, we were  
emerging from a depression economy  
with a surplus pool of unemployed upon  
which to draw."

"Today, the industries which will be  
called upon to provide the priority items  
do not have the pool of unemployed to  
draw upon because never before have  
we had so few unemployed. It is this  
fact which provides the basis for greatly  
expanded employment of those now  
without work, and for more efficient em-  
ployment of those not now working in  
the fullest extent of their abilities."

"Because many people, particularly  
members of minority groups are not now  
employed in their highest capabilities,  
the Urban League should activate the  
following five-pronged program."

1. Secure and make available the best  
information about current and pros-  
pective job opportunities in League  
communities
2. Take a census of available skills of  
all persons who are employed and  
'under-employed', especially in  
those areas where a manpower  
shortage may exist.
3. Develop an aggressive educational

contact program to advise employers and potential employers of the reserves of trained manpower available.

- 4 Expand the League's vocational guidance program to keep manpower funneled into the categories where most needed.
5. Contact schools and employers to be sure there is a program ready to train Negroes for new skills to take new jobs, or to replace losses made by transfer of personnel."

Mr. Cushman pointed out the probability that manpower needs will have to be recruited from the local supply to prevent taxing existing housing and recreational facilities in our areas. He said, also, that "no agency in the field of social work is so strategically situated, as the Urban League is, to serve as the catalytic agent in bringing the most capable people to the jobs for which they are most needed."

There were two sessions in which impressive applications of the fundamentals of industrial relations were ground out, from the discussion floor as well as from the platform.

*Opportunity:  
Find It, or  
Make It*

The first of these sessions, entitled "Employment and Vocational Guidance," was chaired

by Walter H. Aiken, Board Member, National Urban League. Shelton Granger, Cleveland Urban League was the monitor. Before introducing the four discussants, Mr. Aiken, reflecting from his own experiences as a successful large-scale home building contractor, declared that there is still opportunity. "Teamwork can find it, and moreover, teamwork can make it." He called for more training, observing that "we don't have enough Negro men trained in banking operations and building, for example. More training is needed so that Negroes can take hold of opportunities, and make opportunity for others."

*On Industrial  
"Know How"*

John W. Gruener,  
Director of Employee Relations, International Harvester

Company, embodied the epitome of the thinking of those in management circles who are trying to get a good job done for America via erasing the blot of discrimination in her leading industrial firms. Quite candidly, he called for a "look at ourselves" in industry, labor education, the general public and the Urban League. As Ralph Blanchard and Ira DeA. Reid had pointed out at earlier sessions, neither social problems nor their sites can be approached intelligently as completely isolated phenomena. Mr. Gruener reflected on how at International Harvester Company there used to be the saying, "Let Sara do it," but Sara Southall isn't with the company anymore. Because she was interested in helping make democracy, our way of life, work, such special problems were dropped in her lap. The need is everywhere to see that attention is given these problems at every pertinent point. "The responsibility," he said, "is still primarily in my department, which is the personnel department, but we have made everyone in management responsible for this problem of minority groups."

Mr. Gruener said that management's sincerity isn't sufficient. A written policy isn't sufficient: "We at International Harvester have had one for many years. It's one sentence, 26 words but it doesn't mean much. More is needed. You can't have a big company like ours, with over 100,000 employees, with hundreds and hundreds of supervisors, without prejudices. We have to see that the policy is working, that it is operating."

"We have to educate our foremen (because supervision is primarily their responsibility) and our employees. We tell the employees what our policy is before they are hired, and if they have any prejudices we suggest to them that they not take the job if they can't work successfully elbow to elbow with all types of people."



"We try to sell the public on what we are doing. People come to us from other industries, unions, and government agencies and ask, 'How do you do it?' They are timid, and we talk with them, telling them how we do it. We invite the public generally to come into our plants and see what is going on there."

Decrying any idea that International Harvester thinks it has the last word on these problems, Mr. Gruener insisted that they are merely trying, trying hard to do a good job. The conferees were impressed.

*Color Lines  
Erased*

Louis Simon, Secretary, Laundry Workers Joint Board, Amalgamated Clothing Workers of America, New York, CIO, and member of the National Urban League Labor Advisory Committee, pointed the finger of progress as he told how the Laundry Workers got the problem of discrimination under control. He declared "We got through this fight about ten years ago. . . . At that time the greater per cent of our membership was white—a fact which did not jibe with the pressure for jobs from black and white alike. Large plants with which the Laundry Workers had contracts had racial lines drawn tightly in their plants. Our union made up its mind to break through those lines. We called in the owner or president of a plant and told him we wouldn't go along with his racial policies because the policy of the Amalgamated Clothing Workers, the policy of the CIO, didn't harmonize with the policy of the plant.

"After this type of conference, they called us and said, 'if we put Negroes in our plants the white workers will walk out'. We didn't accept this; we kept on. Our business agent went into the plant and practically lived there. Later, the management came back to us, and we put in Negro girls, first in one department and then another. Now Negroes

may be found throughout the plant.

"We have used the help of the Urban League in many instances to break down discrimination. . . . We intend to keep on this job until it is licked."

## VOCATIONAL GUIDANCE

In terms of the heartening facts presented by Messrs Gruener and Simon,

the third panel discussion provided a mental bridge over the gap between new opportunities and available trained employees. Carl Horn, Professor of Education, Institute of Counseling, Testing, and Guidance, Michigan State College, observed that, "as job opportunities increase for Negroes, as the Urban League is able to open more and more jobs to Negroes, we are going to have more and more need for guidance because more and more people will want better jobs, better training and more guidance. This means, also, that we have got to help young people understand themselves better so that they can sell themselves, both in getting a job and in holding a job."

Mr. Horn recalled that in many employment offices some 60% of applicants are rejected on the basis of a one-minute preliminary interview. Though this isn't typical, it is found to be the case frequently enough to mean "that we've got to teach our young people to sell themselves, to teach them what it takes to get a job.

"Employers aren't just looking for skills. Surveys have shown that as high as 80% to 90% lose their jobs because of lack of certain personality traits, and the trait that seems to stand at the head of the list, is the ability to get along with others. Of course, other traits are on that list: initiative, dependability, responsibility, adaptability, and above all, the right attitude toward work. We must help young people develop these characteristics."

## PLAN OF COOPERATION BETWEEN USES AND NATIONAL URBAN LEAGUE

Consistent with the responsibility outlined in the United States Department of Labor, *Employment Security Manual, Part II*, 8102c,

which states that particular attention should be given to "securing community cooperation in dealing with employment problems identified with discriminatory hiring practices", a plan of cooperation has been promulgated between the United States Employment Service and the National Urban League. On March 28, 1949, Robert C. Goodwin, who was Director of the United States Employment Service, issued *Employment Service Letter No. 51*, the subject of which was, "Plan of Cooperation Between the National Urban League and its Local Affiliates and the United States Employment Service". The Plan is comprehensive in its scope of possible types of cooperative activity and Mr. Goodwin's letter emphasized that it is highly desirable that the local Employment Service Offices engage in as many of the listed activities as is possible.

Direct cooperation is expected between the National Urban League Office in New York and the USES Office in Washington and between the local Leagues and the local State Employment Services Offices, in terms of the following objectives:

- 1) To promote employment opportunity for all applicants on the basis of their skills, abilities and job qualifications, etc.
- 2) To make definite and continuous efforts with employers with whom relationships are established, to the end that their hiring specifications be based exclusively on job performance factors.

The "United States Employment Service-National Urban League Cooperative Agreement" was the subject for the Conference Dinner Meeting addressed by Thomasina Johnson Norford, Chief, Minority Group Services Division, USES.

Mrs. Norford expressed satisfaction with the interest being shown in the Plan by many state directors of Employment Services and that several Urban Leagues have accomplished a fair job of developing a better understanding and basis for working with State and local State Employment Service offices. She called for an effort to continue the promotion of employment opportunities for all job applicants on the basis of their skills and job qualifications, and, also stressed the need for a greater working relationship between employment offices and Urban Leagues in an effort to encourage employers to establish hiring specifications based exclusively on job performance factors.

Twenty top representatives of various State Employment offices and a wide representation of Urban League staffs and Boards attended the meeting. Thomas E. Barton, Assistant City Solicitor, City of Pittsburgh, and President, Urban League of Pittsburgh, presided. James A. Pawley, Washington (D.C.) Urban League, was the monitor.

## More Initiative Needed

Chester E. Stovall, St. Louis Urban League, reported that information secured from 46 Leagues indicates a laxity in the development of a good working relationship with State Employment Service offices. He suggested that it is the responsibility of local Leagues to make the contact to get the Plan in operation. A total of 29 local Leagues reported no effort made to set up joint community employer conferences while 35 Leagues reported no success in the direction of joint employer visits. Joint employer visitation and joint community conferences are the two alarming weaknesses in the Plan. The importance of initiative being taken by Leagues in a renewal of efforts to cooperate effectively cannot be over-emphasized.

J. Harvey Kerns presented a factual report of gains and losses in the area of employment, skills, training and

other economic factors that have occurred within the Negro group throughout the country since the last census in 1940. Mr. Kerns' report, including material gathered recently in Washington before being published officially by the Census Bureau, indicates that Negroes have made some gains in economic opportunities in some semi-skilled and professional categories, but that the great mass of Negro people are still employed in unskilled, unclassified common labor and service job categories, and that training facilities and opportunities for better jobs are lacking.

Copies of Mr. Kerns' report are available, upon request, from the National Urban League office. The report is entitled "Changes in the Occupational Status of Negroes, 1940-1950". Copies of the two other reports discussed at this meeting may be secured, also by request, from the National Urban League office. They are, (1) "The Status and Characteristics of Non whites in the Labor Force in the United States, April 1950" prepared by the Bureau of Employment Security, U. S. Employment Service, United States Department of Labor, and (2) the "Progress Report on the Plan of Cooperation Between the USES and the NUL" prepared by Julius A. Thomas and Chester E. Stovall as a joint assignment of the National Urban League office and the Industrial Secretaries Council.

#### DISCUSSION SESSION

Julius A. Thomas,  
Director, Industrial  
Relations, National

Urban League, tied up the implications of many of the challenges and considerations discussed in this field of minority problems in employment and vocational guidance, as he observed: "I don't think there is a group in America concerned with problems of the adjustment of people in industry and in employment that has had a larger and wider and sometimes more painful experience with the process, than the staff of the Urban League."

Striking out at uninformed sallies directed at the effect of work in this connection, Mr. Thomas charged that he had heard of confusion about what we do and what we are about, and said, "... I don't think any man in the Urban League is confused. Any man that may be, ought not do any more than go straight to his executive or to his Board and resign. If he is confused, obviously the people with whom he's working are going to be confused. And, where there is compounded confusion there isn't going to be anything worth while coming out of it.

"The Urban League certainly isn't confused. We know what we want. We know what we are about. We know that we are trying to build a society in America in which every man in that society will have his full opportunity to develop whatever he has been given by his Creator, without a single restriction imposed by factors such as race, creed, and color.

"Spelling that out means that we are asking America to open every door to any qualified person in any industry in any part of these United States."

Based on the developments and trends during the Conference sessions, as well as on his experience (as National Industrial Relations Director) with the thinking of the men doing the work locally across the country, Mr. Thomas spelled out nine work areas of immediate importance, around which it was suggested that workshop discussions might well be developed.

- "1) The organization and activation of committees: Industrial and Management Advisory Committees. . .
- 2) The use of Board memberships and the use of the interest which Board membership implies. . . . Too frequently we don't let the Board 'in on' the job we are trying to do, so much concern is taken up with administration. . . .
- 3) Continuing the cooperative activity of national and local offices. . . . Whatever the Urban League ever hopes to be and hopes to do, it

must always be the composite contribution of the total Urban League movement.

- 4) Blocking out program areas in which we prepare to work. Every local League should decide on some one specific problem in the community to which it will address its energy and skill with the purpose of getting a definite result by the end of a given period, and then take on the other projects as they fit into the schedule.
- 5) Cooperation with other organizations. . . We have developed a relationship with the American Management Association, the National Resources Planning Board, National Association of Manufacturers, the Society for the Advancement of Management. We work with a group of public and industrial relations and management councils who are frequently called upon by business and industry to advise them on some of the things that they ought to be doing.
- 6) Record-keeping. How do we record and evaluate?
- 7) Plant visits. I know what it means when the interest of the Urban League is registered at the work situation by a visit, by getting acquainted with management in that plant . . .
- 8) Work on labor program. We are in position to do the bold new experiments in dealing with this problem, because we have the skill and we have a lot of ground to cover.
- 9) Vocational Guidance aspects of industrial relations and joint staff meetings between Urban League and State Employment Service of officials."

# INDUSTRIAL RELATIONS WORKSHOP

The workshop session did not meet in four separate groups as scheduled, but assembled into a thumping climax of all the conference

workshops. Francis E. Davis, Urban League of Greater Boston, George L. Edwards, Southern Field Division, National Urban League, Lounneer Pemberton, Chicago Urban League, and Marion M. Taylor, Omaha Urban League, had been assigned as leaders for the four groups. Monitors assigned were Benjamin A. Collier, Urban League of Essex County (N. J.); Philip Winkfield, Dayton Urban League, Ernest Brown, Detroit Urban League, Kenneth A. Wilson, Marion Urban League, Walter C. Pinkston, Urban League of Greater Miami, and Robert E. Wilkerson, Fort Wayne Urban League.

With the change to a single and greatly enlarged workshop, the four leaders seemed to quadruple the clarity of thinking emanating from a veritable maze of problems and concerns about the topics suggested by Julius Thomas and outlined above. The trend with respect to each topic was as follows (presented in terms of the number of the topic in the outline):

- 1) That in organizing and activating committees, effective personalities should be solicited who would be willing to give time to committee work and inject their influence into the broader community. Committees should be an integral part of the program planning, and specific assignments for each committee member should be a result of this collaboration. The professional staff should coordinate and otherwise carry its load of the work. The esprit de corps of the committee members in their community work will weigh heavily in the influence they have.
- 2) The more Board members used in the planning stages of the program, as well as in committee activation, the stronger, more active the Board, and the more Board members' interest can be captured.
- 3) Good cooperation between the National and local offices must be maintained.

- 4) The declaration made earlier by Mr. Thomas about deciding on a specific job and sticking to it was subscribed to and underscored. Visible results should be the aim and must be realized.
- 5) Cooperation should be stimulated and/or maintained between the Leagues and other national and local organizations. In many instances there can be reciprocal and/or mutual facilitation of the activities of the respective organizations. A productive relationship should be developed and maintained between local Leagues and State Employment Service offices. The Plan of Cooperation formulated by the USES and the NUL should be the guide. State Employment Service officers should be cautioned against relegating their Negro clients to what many of their interviewers consider "traditional Negro jobs". Mutual benefit in the work of the respective agencies should arise from good cooperation. Periodic joint staff meetings are desirable.
- 6) The importance of systematic record keeping cannot be over-emphasized.
- 7) Plant visits are essential in a good Industrial Relations program. Urban Leaguers can explain their resources and management can determine how they can be used to enhance their productive processes.
- 8) A definite need was seen for the development of stronger relationships with labor, from which mutual benefit will continue to grow in importance and significance.
- 9) Vocational Guidance should be recognized as an extremely important factor in industrial relations. Plans should be developed and activated to assure that all racial and ethnic groups may develop their potentialities in schools and apprenticeship training programs.

Several observations were made indicating that both white and Negro counselors too often discourage Negroes against preparing for positions that have usually been denied to Negroes. This attitude should be condemned vehemently as improper and unsound vocational guidance. When doors of employment opportunity are opened, there should be skilled and otherwise qualified Negroes to consolidate these gains through their top-flight performances. School superintendents, principals, and guidance counselors should be convinced that an all inclusive guidance program must be made available to all students without differentiation as to race, creed, color or national origin.

Mr. Gruener reemphasized the need of contacts with management made by the Urban League, that a strong relationship should be built, and that the League must not hesitate to stimulate management where it proceeds too slowly.

Mrs. Phyllis H. Moehrle, a representative to the Conference from the industrial relations staff of the National Association of Manufacturers, stressed the need for more employers to develop some understanding of minority groups and their problems.

Mr. Love, international representative of the United Steelworkers Union, CIO, declared that Urban League workers should call on unions to assist them, but should call first on management in terms of management being the hiring agency.

In the discussion period following the orientation course for newcomers, Miss Mattie M. Jeltz, Manager, Oklahoma State Employment Service asked about "the experience in other cities, of State Employment Service work with the Urban League". An illuminating response came from Mrs. Harold E. Bledsoe, Minority Groups Placement Specialist, Michi-

gan State Employment Service, who described the relationship between the local League in Detroit and the local State Employment Service office. One of the Michigan SES staff is on the Industrial Relations Committee of the Detroit Urban League, and an effective working relationship has been developed. Mrs. Bledsoe said: "In Detroit we are gradually tapering off the mass placement of Negroes by the Urban League and gradually shifting to the Employment Service the responsibility for placement, putting on the Industrial Relations Department of the Detroit Urban League the responsibility for opening job opportunities. The Employment Service uses all of its facilities for such placement, and its testing and vocational facilities for selecting people who fit the jobs that are open."

"For instance, the Urban League secured openings in two banks for the first

time for Negroes as tellers and clerks. In each case the Employment Service was asked to select their applicants from among numerous persons to whom they gave tests developed especially for bank personnel. The applicants were referred then to the banks. The job was done so well, the bank officials said they could have closed their eyes and selected any one of the persons referred to them and would have had very good workers."

There is also an exchange of local material, placement information, publications, etc., between the Michigan State Employment Service, Detroit Office, and the Detroit Urban League. Problem areas with employers are referred to the Urban League, so it may work with those employers and unions in breaking down discrimination. Cooperation between the two agencies extend, also, to the development of certain material for the use of workers.



## FLOWERS AND SWEAT

Quoted from Lester B. Granger's remarks on September 4 when speaking of Lloyd G. Garrison, President, National Urban League:

"He is to my way of thinking the ideal Board Chairman. He brings a personal enthusiasm and a driving conviction into the job of the Urban League that keeps all of the National staff on our toes. He works himself hard, and he works the very devil out of us — and that's good for the League movement."



From letters to the Conference Secretary, Mrs. Marion Morrell:

"I thoroughly enjoyed the experience in Grand Rapids . . .

Ralph H. Blanchard, Executive  
Director, Community Chests and  
Councils of America

" . . . The National Conference was grand and this doesn't happen just accidentally."

Earle C. Lippincott, Secretary  
Agency Relations, Michigan's  
Third Annual United Campaign

*Departmental councils have emerged  
as aids towards greater efficiency*

## COUNCILS OF URBAN LEAGUE PERSONNEL

**T**he *Executive Secretaries Council* meetings were presided over by Alexander J. Allen, Council President. Edward L. Cooper, chairman of the Fellowship Committee introduced four new Council members; Clifford E. Minton, Everett C. Spurlock, Millard T. Woods, and Whitney M. Young.

Committee reports on In Service Training, Urban League Philosophy, Service Awards, Personnel Practices, Nominations, and on Vocational Guidance Standards were made by the chairman of the respective committees as follows. Thomas A. Webster, Edwin C. Berry, John C. Dancy, Leo M. Bohanon, W. Miller Barbour, and Clifford E. Minton.

The whole of the second of these council meetings was taken up with the report of the Committee on Urban League Philosophy. This report was called, with tongue-in-cheek, the "Disturbed Committee's Report". The first and third sessions were highlighted with much discussion that showed serious concern about personnel problems, practices and training.

Officers were elected for next year, as follows. James N. Williams, President; Cernoria Johnson, Vice-President; Charles Eason, Secretary-Treasurer; Edwin C. Berry, Vice-President, Western Region, Edward Cooper, Eastern Region, Joseph Chapman, Midwestern Region; and Levin Armwood, Southern Region.

**T**he *Industrial Secretaries Council* meetings were presided over by the President Sterling Tucker. The three meetings were concerned mainly with a re-examination of the purpose and function of the Council in the total structure

of the Urban League movement, problems of professional promotion and of relationships between Executive Secretaries and Industrial Secretaries. Election of officers for the ensuing year will be conducted by mailed ballots.

**T**he *Vocational Guidance Council* meetings were presided over by Thomas Augustine, President. The major consideration was the resolution on personnel and service standards in Vocational Guidance. The resolution was approved and submitted to the Annual Conference Resolutions Committee by three Councils - the Executive Secretaries Council, the Vocational Guidance Council and the Industrial Secretaries Council. The thorough work done on this job was reflected in the unanimous approval of the resolution by the Annual Conference. The substance of the resolution is reported under the section, "Resolutions". Velma McEwen was asked to circulate ballots in the near future for election of officers.

**T**he *Community Organization Council* meetings were presided over by Mrs. Nida Edwards Thomas, President. The Council decided to sponsor a study of Community Organization Programs operating in Urban League affiliates. It is expected that the study will determine the type and scope of these programs in the Leagues. Nelson Jackson, Consultant to the Council, was asked to confer with the Director of Community Organization of the Atlanta University School of Social Work, indicating the interest of the Council in having the study done as a thesis.

Officers were elected for the next year as follows: Nida Edwards Thomas, President, Marie Wilson Harrison, Vice-President, Lucille Worford, Secretary, Rachel Rudley, Treasurer, Henry Von Avery, Editor of Spotlight, Gaines T. Bradford, Program Chairman, Laura B. Morris, Program Co-chairman.

The first and third meetings of the *Administrative and Clerical Council* were presided over by Mrs. Enid C. Baird, President.

The second of the three meetings, chaired by Dorothy Woods, began with a movie, "It Must Be Somewhere", provided by Remington Rand officials in Grand Rapids. The film dealt with the problem of the inefficient filing system.

Miss Ruth Williams, Executive Assistant, National Conference of Social Work, addressed the session, emphasizing the importance of the function of the clerical and secretarial staff in facilitating the work of the executive staff.

A Panel Discussion was held on "Office Relationships and Practices", Their Effects on League Progress". James N. Williams and Thomas A. Webster spoke for the executives, Katie L. Everette and Edythe H. Elliott spoke for administrative and clerical workers. Messrs. Williams and Webster stressed the value of clerical workers in any movement and, particularly in the League movement where it is so difficult to gauge the work load properly. Teamwork and continued training were emphasized. Miss Everette mentioned untrained workers being hired for a job and their consequent inability to carry their own weight, and urged that secretaries be included in Confer-

ence representation because of the helpful effect on them. Mrs. Elliott suggested that attendance at clerical institutes be recognized as essential to clerical workers' growth.

It was pointed out that the formation of this Council did not mean that clerical workers were "turning professional" on the professional staff, but rather that because of their interest in the movement and in their own competence, the formation of the Council brought them closer to the actual operation of the League.

Mrs. Louise Grooms of the Detroit Institute of Commerce, spoke on the subject, "Is Your Public Relations Showing?" Her talk dealt with the public relations aspect of office work in greeting visitors, the telephone personality, the written word, etc.

The first and third meetings were, for the first instance, given over to Council reports including that of Mrs. Rose Henry, on the White Collar Workshop, which she attended during the summer on the campus of Ohio State University. She attended on a scholarship provided by the Summer School for Office Workers in response to contacts made by the Council. Her report was so impressive, it was agreed that the Council should continue to seek such scholarships. At the third meeting it was proposed that local Council members consider promoting some event to raise funds for the National Office, as the Council's contribution to the general fund operations of the parent organization.

Officers were elected for the next year as follows: Enid C. Baird, President, Alice C. Collum, Vice-President, Chetec L. Henry, Secretary, Katie L. Everette, Treasurer.

## LEAVE IT TO THE LADIES

During the Conference there was a rumor that ladies would be welcome at the stag party given by Walter S. Coe, Captain of Detectives, City of Grand Rapids, and Frank LaMar, owner of the Horseshoe Gull, Grand Rapids. It was discovered later that the ladies themselves spread the rumor, acted on it later and attended the "stag" in large numbers.



# RESOLUTIONS

The final session of the Conference was devoted to a consideration of resolutions.

The good work of the Resolutions Committee, as well as the good general understanding of objectives and their implementation that was produced during the Conference, both contributed to a noteworthy closing session of high purpose.

**DEMOCRACY  
AND  
EQUALITY** A resolution was passed, unanimously, which included a re-dedication of all the resources of the Na-

tional Urban League and its fifty-nine affiliates, to the attainment of national and world democracy. The resolution called "upon all resources of the national, federal, state, local, public and private organizations and individuals—to act in accordance with principles which will provide no cause for further vilification," and urged that such a way of life be made known in all parts of the world through all the means of communication at America's command.

The resolution continued, "... because of their intrinsic merit, and because of their immediate bearing upon the world crisis, the following actions are recommended to men and women of goodwill everywhere:

- 1) To accelerate the already well-advanced movement for the abolition of job discrimination based on race, creed, color or national origin.
- 2) To give complete recognition to the principle that every American has the right to a decent home wherever he chooses to live.
- 3) To give every American the equal and unrestricted right to educational facilities and processes.
- 4) To recognize and support the commendable steps already taken to

end racial discrimination in our armed forces, and to assist the armed forces to speed this process to completion.

- 5) To give all people within our borders all political rights granted by the Constitution and to eliminate all forms of second grade citizenship, whether caused by status or by subterfuge.
- 6) To make fair and equal treatment under law the vital principle underlying all behavior in order that acts against the conscience of America shall be met with public disfavor and general protest."

**FULL  
UTILIZATION  
OF MANPOWER** A resolution, passed unanimously, was addressed to W. Stuart Symington, Chairman, National Security Resources Board, in which the Conference officially reaffirmed the stand taken by the Executive Director of the National Urban League, Lester Granger, in a letter dated August 22, 1950; and, further urged that immediate steps be taken to insure full utilization of all available manpower, pledging the League's full resources to that effect.

**REGIONAL  
CONFERENCES** Because the question of Regional Conferences had been discussed in relation to many pertinent considerations during the Conference, a resolution emanating from the meetings of members of Urban League Boards, was passed unanimously despite its multifaceted nature, which settles, for a time, long standing problems concerning the feasibility of Regional Conferences. It was recommended that for the coming year both Regional Conferences, in the six regions, and the Annual National Conference be held. The complete resolution is reproduced in the appendix.

**APPRECIATION** With warm applause, a resolution of thanks was passed unanimously by the Conference which reflected a hearty recognition of the great success of the local committees that worked to ensure that every delegate would enjoy a most hospitable and friendly Conference period. The resolution expressed sincere appreciation and was addressed to the host the board and staff of the Grand Rapids Urban League and Brough Community Association to the local Conference Committee, Women's Guild, Convention Bureau, Community Chest, the press and radio and to the many persons who helped show the true meaning of hospitality.

**EVALUATION COMMITTEE** To help assure the success of future Conferences a resolution was passed, unanimously, which calls for the appointment of a Conference evaluating committee, prior to each Conference, to report on the effectiveness of all aspects of that Conference. This report should be for the guidance of the Conference Planning Committee for the succeeding year

**RESOLUTIONS PROCEDURE** A resolution on the "handling of resolutions" for Urban League Annual Conferences failed to pass. It received only one vote, whereas all other resolutions were passed either unanimously or with only one or two dissenting votes. Objections were raised about the mechanics of the plan recommended.

**PROFESSIONAL STANDARDS** Concern for insuring high professional standards were expressed in the passage of a resolution to the effect that Urban League vocational guidance workers should meet the qualifications of professional membership in N.V.G.A., or equivalent certification; and that in the meantime, an effort be made by the Na-

tional Urban League to provide in-service training or scholarship grants for training

There were seven recommendations that were reflections of Conference discussions in the fields of Housing and Industrial Relations. Resolutions embodying these recommendations were passed unanimously. The following is the substance of the respective resolutions

#### HOUSING - That

- 1) The Federal, State and Local Housing and Re-development agencies should be directed toward non-discrimination and non-segregation in Public Housing facilities
- 2) The occupancy of dwelling units is to be available to all people without racial restrictions.
- 3) No racial restriction should exist in slum clearance and urban re-development programs.
- 4) There must be development of middle income private housing.

#### INDUSTRIAL RELATIONS That

- 1) The Conference urges immediate steps be taken to insure full utilization of all available manpower without regard to race, color or creed, and further, that the Urban League pledges its full resources in any and all ways to implement this action.
- 2) The local Urban Leagues use their resources as fact-finding and social planning agencies in support of the passage of fair employment practices legislation to make this legislation effective on the national, state and local level.
- 3) The Urban League Industrial Secretaries have a professional responsibility to employ every conceivable technique within the framework of Urban League philosophy and policy to the end that full employment opportunities are made available to all.

RESOLUTION PROPOSED BY NATIONAL AND REGIONAL BOARD MEMBERS AT THE NATIONAL URBAN LEAGUE CONFERENCE IN GRAND RAPIDS, MICHIGAN, SEPTEMBER 8, 1950

RESOLVED that in the coming year a regional conference of local Urban Leagues be held if possible in each of the six regions substantially in accordance with the following plan

1. A particular League will act as the sponsor of the Conference in its region, after which, if the experiment is successful, other Leagues within the region will act as sponsors in rotation. Leagues that wish to act as sponsors should promptly notify the National Office, and in case two or more Leagues wish to act as sponsors within a particular region, the National Urban League will designate as sponsor the one whose location appears to be the most auspicious.
2. The sponsoring League will do all the necessary program planning, in consultation with the other Leagues in the region and with the National Office. The sponsoring League will keep the National Office informed of its plans both in the initiating stages and in the final stages, to the end of avoiding any conflicts between the regional programs and the program for the National Conference and of harmonizing local and National policies.
3. The purpose of each conference will be
  - (a) to exchange information and ideas, not only at the staff level, but at the Board level, regarding Urban League activities, procedures, and problems within the region,
  - (b) to relieve some of the time pressure of crowded topics experienced in conducting the National Conference
  - (c) to promote good public relations within the region and a wider public understanding of the Urban League's program and policies to the end, among other things, of broadening the base of the Urban League's financial support,
  - (d) to provide a convenient two-way medium of communication between the National Urban League and the local Leagues within the region,
  - (e) to promote good fellowship and acquaintance among the Board and staff members in the region, having particular regard to those who may not be able to attend the National Conferences
4. In order to make each Conference as successful as possible (a) every effort should be made to encourage attendance by Board members of the local Leagues, and Board members of the National League in addition, of course, to National staff representatives. (b) the program should be planned not only for the staff members, but also for the Board members. The board member programs should be led by different board members and planned in advance, and should cover such topics as (i) Board member participation in League activities and projects (ii) attendance at meetings, and conduct and time of meetings (iii) the elimination of so-called "dead wood" and the addition of representative new members (iv) problems of money raising and relations with Community Chests (v) respect both to local budgets and the budget of the National Urban League, (vi) types and functions of Board committees, and inclusion of non Board members on committees; (vii) public relations in all its aspects, (viii) duties and responsibilities of board members, and so forth
5. It is recommended that similar programming for Board members be arranged in connection with the Annual Conference and that a committee of the National Urban League Board be appointed in the near future to work on this with the staff and in consultation with local Board committees to be appointed for this purpose. It is also recommended that these National and local Board committees be given an opportunity to make suggestions regarding the planning of the Annual Conference in general.
6. Reports of the results of each Regional Conference should be sent to the National Office for distribution to the National Board members and to all local Leagues in all regions.
7. While it is proposed that for the coming year the experiment be tried of having both Regional Conferences and the Annual National Conference, it is recognized that experience may indicate that hereafter biennial Annual Conferences with Annual Regional Conferences or biennial Regional Conferences with Annual

National Conferences, may prove to be desirable, also that sub-regional conferences may in some instances prove more useful than Regional Conferences, also that questions of expense may make it difficult to arrange some of the conferences, and finally that in certain regions there may be more problems of a peculiarly regional character calling for more intensive study on a regional basis than in other regions. Therefore, no mandatory blueprint is here proposed, but it is hoped nevertheless, that in the coming year efforts will be made to try in the field of regional conferences along the above lines with as much energy as possible, in order that we may learn by experience how to proceed.

- In view of the burdens placed on the National staff in connection with programming the Annual National Conference, it is understood that while the National Office should assume the responsibility for finding local Leagues who will sponsor conferences in the respective regions, and that while the National Office should be kept informed of all plans and should act generally as a clearing house, the National Office cannot assume the detailed organizational details of the regional conferences. In order to facilitate and expedite the canvassing of local Leagues with respect to sponsoring regional conferences it is requested that copies of the foregoing, if and when adopted by the Grand Rapids Conference be forwarded immediately to the local Leagues without awaiting specific National Urban League Board action.

## APPRECIATION

In addition to appreciation expressed to the Grand Rapids Urban League and Brough Community Association the Conference Host - its Women's Guild, specific committees, organizations, and the many other individuals whose help was reflected in the total Conference, sincere appreciation is hereby expressed for the contributions of the following Grand Rapids citizens.

Miss Lorraine Jarmosca, Soloist  
Miss Joan Boucher, Accompanist,  
Aquinas College

Miss Julianne Rambeau, Pianist  
Maurice Glasser, Choir Director, Temple Emanuel, Soloist  
Mrs. Edith Rambeau, Accompanist  
Miss Marv Manerum, Violinist  
Mrs. Olive Tuller Clark, Accompanist  
— for their musical talent, generously given and so well enjoyed during the several sessions at which they appeared and to  
Frank LaMar  
Walter Coe  
— for the excellent party given for the delegates.

## CONFERENCE STATISTICS

|                                                             |      |
|-------------------------------------------------------------|------|
| Employed Staff Present                                      | 129  |
| National (professional) staff                               | 13   |
| Local Executive Secretaries                                 | 49   |
| Industrial and Vocational Secretaries                       | 27   |
| Community Organization Secretaries                          | 13   |
| Administrative and Clerical Employees                       | 21   |
| Other classifications                                       | 6    |
| Board Members Present                                       | 65   |
| President of National Board                                 | 1    |
| Presidents of Local Boards                                  | 11   |
| Board of Trustees NUL                                       | 5    |
| Local Board Members                                         | 48   |
| Guild Members Present                                       | 38   |
| Representatives of National and Local Organizations Present | 102  |
| Unclassified (local persons, visitors, etc.)                | 112  |
| Total                                                       | *446 |

ACTUAL REGISTRATION: 439

\*There is some duplication here for example, some Board members are also Guild members

## EVALUATION

As delegates assembled for the last evening meeting a sheet was circulated on which three questions were asked about the Conference as follows:

- 1) What has pleased you most?
- 2) What part impressed you as being handled poorly?
- 3) What suggestions can you make for improving the Annual Conference?

There were responses from 16 people. Comments on the first question mentioned hospitality, physical arrangements, workshop sessions, administrative sessions, council sessions, speakers, and the quality of the delegates as pleasing them most. In answer to the second question specific criticisms were aimed at program planning and program content. In answer to the third question 31 suggestions were made.

A report of all this was placed among the materials from which this pamphlet was being prepared. Because of the significance of some of the answers and suggestions and because only 16 people responded, the author prepared a questionnaire to be sent to all conference registrants based, largely, on an analysis of those 16 responses and designed to secure a valid evaluation of the Conference.

Questionnaires were mailed to 439 persons, responses from 145 have been recorded — a 33.02 per cent response. Because this pamphlet was nearing completion haste in answering the questions was necessary. Some returns were still trickling in after the tabulation was completed. Thanks are due to those who returned their forms quickly.

The questionnaire carried 16 questions. The questions and the percentage of total respondents answering each question either "yes", "no" or undecided is given below. In addition, the percentage that did not indicate any answers is given under the column "no answer".

| Questions                                                                                                                                                                      | Results (in per cents) |       |           |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------|-----------|-----------|
|                                                                                                                                                                                | Yes                    | No    | Undecided | No Answer |
| 1. Was the agenda too heavy — i.e., too many items scheduled?                                                                                                                  | 64.12                  | 20.61 | 8.39      | 6.87      |
| 2. Was there time enough for discussion of matters of major interest to you? (e.g., Industrial Relations, Administrative problems, Vocational Guidance, Health, Housing, etc.) | 22.90                  | 66.41 | 1.52      | 9.16      |
| 3. Were there too many night meetings?                                                                                                                                         | 54.19                  | 33.58 | 6.10      | 6.10      |
| 4. Should at least one public meeting be taken into the community?                                                                                                             | 82.44                  | 4.58  | 9.16      | 3.81      |
| 5. Is the inclusion of one or two orientation sessions for newcomers sufficient?                                                                                               | 61.06                  | 17.55 | 14.50     | 6.87      |
| 6. Did the Conference show careful planning? (If "No" please explain under "Comments")                                                                                         | 84.73                  | 6.87  | 3.81      | 4.58      |
| 7. Was enough factual information available?                                                                                                                                   | 57.56                  | 27.48 | 10.68     | 4.58      |
| 8. Was there any extra-personal factor which kept you from securing information you wanted? (If "Yes", please explain under "Comments")                                        | 10.68                  | 77.09 | 1.52      | 10.68     |

|                                                                                                                                                                                                                                 | Yes   | No    | Undecided | Answer |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-----------|--------|
| 9. Should in-service training be the most important aim of the Conference in view of the wide difference of years of service of respective Leaguers, the publicity value of the present type of Conference, etc.?               | 40.45 | 25.96 | 25.11     | 8.39   |
| 10. Was the orientation course for newcomers (September 4) a satisfactory implementation of orientation?                                                                                                                        | 19.84 | 11.45 | 38.93     | 29.77  |
| 11. Did the Conference reflect adequately Negro-white teamwork? (If "No", explain under "Comments")                                                                                                                             | 70.22 | 17.55 | 8.39      | 3.81   |
| 12. Did you receive any benefit from attending that will help you understand your job better?                                                                                                                                   | 87.02 | 5.34  | 2.20      | 5.34   |
| 13. Did you receive any additional insight on HOW to do your job more effectively?                                                                                                                                              | 72.51 | 14.50 | 6.87      | 6.10   |
| 14. Realizing that nearly 500 persons were involved in the Conference, is there any one thing that stands out as something absolutely praiseworthy? (e.g., hospitality, punctuality, opportunity for expression of views, etc.) | 78.62 | 3.15  | 1.52      | 16.71  |
| 15. Unpraiseworthy? (Explain under "Comments")                                                                                                                                                                                  | 6.10  | 8.39  | 0.76      | 89.73  |
| 16. Would you rate the over all Conference "good" or "better"?                                                                                                                                                                  | 87.77 | 0.00  | 3.81      | 8.39   |

This yardstick of evaluation proved valuable and effective. Several purposes are served by the analysis of the results. The questionnaire was scaled to get specific information regarding matters of policy, content, mechanics and effect. The National Urban League Conference, and it has posed certain questions of policy for the Urban League movement on which the executive staff of the National Office already has begun work.

Generally, the 40th Anniversary National Urban League Annual Conference was a well-planned, well-executed, well-attended and effective Conference. It provided material that was timely, that met conferees' needs and effected greater understanding of how performance on their individual jobs might be improved.

There was a significant comparability among conferees' reflections on the Conference. More specifically, there was a two-thirds majority answering 10 questions either "yes" or "no" (see the chart, "Rank Order of Greatest Unanimity"). More people answered "yes" to question 12 than answered either "yes" or "no" to any other single question. 87.02 per cent of those returning their forms indicated that they did receive benefit from attending the Conference that will help them understand their job better.

Statistically, the most divided opinion was about whether in-service training should be the most important aim of the Conference. 40.4% said "yes", and 25.96% said "no", but 25.11% were undecided and 8.30% would not answer. Thus 51.0% indicated consideration of the question and did not say "yes". There are several ramifications and interpretations here, but at this time it may be pointed out, simply, that in-service training affects new Leaguers mainly while the

opinions of many non-League staff is reflected in the percent ages and (2) is League staff's attitude in League work. In-service training takes on less importance at a National Conference than do other Conference objectives.

A comparison of opinions between staff personnel and representatives of other organizations shows a great similarity of opinion except in the following cases:

Question 1. The majority, 75.30% of representatives said the agenda was too heavy while only 30.70% of representatives of other organizations thought so.

Question 7. The majority, 70.96% of representatives of other organizations said there was enough factual information available while only 30.61% of staff personnel agreed with this. To put it another way, only 12.90% of representatives of the organizations felt there wasn't enough factual information available while 54.56% of staff said "no".

Question 2. Staff - "no", 71.60%; "yes", 23.45%

Representatives of other organizations - "no", 54.83%; "yes", 22.58%

Question 13. Staff - "yes", 71.60%; "no", 18.51%

Representatives of other organizations - "yes", 61.29%; "no", 9.67%

#### Rank Order of Greatest Unanimity\*

| Question Number | Kind of Response | Per Cent of Response | Question Number | Kind of Response | Per Cent of Response |
|-----------------|------------------|----------------------|-----------------|------------------|----------------------|
| 12              | Yes              | 87.02                | 13              | Yes              | 72.51                |
| 6               | Yes              | 84.73                | 11              | Yes              | 70.32                |
| 4               | Yes              | 82.44                | 2               | No               | 66.41                |
| 14              | Yes              | 78.62                | 1               | Yes              | 64.12                |
| 8               | No               | 77.09                | 16              | Yes              | 63.35                |

\*Two-thirds of total returns

#### Most Divided Opinion

| Question Number | Per Cent of Total Respondents |       |           |           |
|-----------------|-------------------------------|-------|-----------|-----------|
|                 | Yes                           | No    | Undecided | No Answer |
| 3               | 54.19                         | 33.58 | 6.10      | 6.10      |
| 5               | 61.06                         | 17.55 | 14.50     | 6.87      |
| 9               | 40.45                         | 25.96 | 25.11     | 8.39      |
| 10              | 19.84                         | 11.45 | 38.93     | 29.77*    |
| 15              | 6.10                          | 8.39  | .76       | 84.33*    |

\*Many respondents stated that they felt inadequate to answer questions 10 or 15.

Comments were both abundant and numerous. In the main, they identify this 40th Anniversary as one of the best of the past, in the history of the National Urban League. Praise for many individual aspects of the Conference as well as for the over-all experience was very high. Some constructive criticisms were voiced and it specifies and these are being turned over to the Conference Chairman for 1951.

Further interpretation of the questions of in-service training and material follow-up as mentioned cannot be presented here because of limitations of space.

# NATIONAL URBAN LEAGUE

1950

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\*Resigned—Moved from City





From The Desk Of

Elizabeth  
ROY E. NORRIS

"SO IMPORTANT" - A family  
joke.

While Roy was working on this  
report, we knew it was to be  
printed, not typed, and distributed  
at the NUL convention, we referred  
to it as a "book."

When the first-grade teacher asked  
each pupil, "What does your father  
do?" Donald, aged six, replied  
"My father is a book maker."  
The teacher asked the parents for  
an explanation.



NEW BRUNSWICK URBAN LEAGUE

122 NEW STREET

NEW BRUNSWICK, N. J.

14 June 1951

Mr. Roy E. Norris  
National Urban League  
1133 Broadway  
New York 10, New York

Dear Mr. Norris:

You have done a magnificent job with "SO IMPORTANT!" You have kept your objectives in mind throughout. I would go on record as being one who would vote to make you the official Editor for all future Urban League Annual Conferences.

Best wishes to you! And that goes from my "better half" too!

Sincerely yours,

Alice J. Archibald,  
Executive Assistant

An Affiliate of the  
NATIONAL URBAN LEAGUE



Member Agency  
Community Chest  
and  
Welfare Council